CX
.0
12

Labour Office
Government of Bombay

GENERAL WAGE CENSUS

Part I—Perennial Factories

FIRST REPORT

Report on Wages, Hours of Work and Conditions of Employment in the Engineering Industry in the Bombay Presidency (excluding Sind) May 1934

Prepared by the Labour Office, Government of Bombay

Published by order of the Governor in Council

[Price—Annas 9 *or* 11*d.*]

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1935

Obtainable from the Superintendent, Government Printing and Stationery, Bombay, or through the High Commissioner for India, India House, Aldwych, London, W.C.2, or through any recognized Bookseller

BOMBAY BRANCH
OF THE
ROYAL ASIATIC SOCIETY.
TOWN HALL, BOMBAY.

Digitized with financial assistance from
Government of Maharashtra
on 01 February, 2020

Labour Office
Government of Bombay

GENERAL WAGE CENSUS

Part I—Perennial Factories

FIRST REPORT

108814

Report on Wages, Hours of Work and Conditions of Employment in the Engineering Industry in the Bombay Presidency (excluding Sind) May 1934

Prepared by the Labour Office, Government of Bombay

Published by order of the Governor in Council

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1935

PREFATORY NOTE.

I had intended, in this foreword, to express the thanks of the Labour Office by name to those individuals who had assisted us in the preparation of this report. But when I came to consider the matter I find that our indebtedness is so great and so widespread that to attempt any selection would be invidious. The group to which our debt is greatest is that composed of the engineering experts on the railways without whose ungrudging help in the preparation of the standard list and in many other ways this report would have remained only an idea and not a practical achievement. All of them were unsparing in their efforts to make the enquiry a success. The same assistance, too, was given by every engineer whom we approached and by the head of every firm. Particularly do we desire to thank the timekeepers and clerical staffs of the various firms and factories for the care and attention they gave to the filling up of the forms and the readiness with which they responded to our many demands upon their time and patience.

J. F. GENNINGS,
Commissioner of Labour.

TABLE OF CONTENTS

INTRODUCTION.

	Page
Sample Method Unsuitable	3
What Constitute Earnings	4
Many Visits to Factories	6
Preparation of Standard Lists	8
Common Occupations in Non-engineering Firms	9
Sixty Thousand Forms	11
Ten Census Areas	13
Classification of Industries	14

CHAPTER I.

Labour in the Engineering Industry.

The Scope of this Report	17
Types of Factories and Numbers of Workers in the Engineering Industry	17
Number of Workpeople Returned in the Census Forms	18
Recruitment of Labour	21
Labour Turnover and Substitute Labour	22

CHAPTER II.

Payment of Wages.

Principles of Wage Fixation	24
Allowances	25
Bonuses	26
Overtime	27
Overtime Pay Rarely Given	28
Pay Periods	30
Waiting Periods	30
Advances	31
Methods of Wage Calculation	32
Pay for Sundays	34
Unauthorised Absence	35
Late Attendance	36
Disciplinary Rules	37
Extent of Fining	39
Disposal of Fines	40

Superannuation Benefits and Financial Aid.

Provident Funds	41
Pensions and Retirement Gratuities	43
Co-operative Credit Societies	44
Loans	45

PAGE

CHAPTER III.

Shifts, Hours of Work and Leave.

NUMBER OF SHIFTS .. 47
WEEKLY HOURS OF WORK .. 47
REST INTERVALS AND WEEKLY HOLIDAYS .. 49
LEAVE .. 50

CHAPTER IV.

Welfare Work in the Engineering Industry.

HOUSING .. 53
REST SHELTERS, CANTEENS AND TIFFIN ROOMS .. 54
MEDICAL AID .. 54
VOCATIONAL TRAINING AND EDUCATION .. 56
RECREATION .. 57

CHAPTER V.

Rates of Wages.

CHANGES IN WAGE RATES 1914–1934 .. 59
PREVALENT RATES .. 60
MOULDERS .. 61
BLACKSMITHS .. 62
FITTERS .. 62
MACHINISTS (TURNERS) .. 64
CARPENTERS .. 6

CHAPTER VI.

Earnings.

MEANING OF THE TERM "EARNINGS" .. 66
NATURE OF COMPILATIONS UNDERTAKEN .. 67
MEANING OF THE TERM "AVERAGE" .. 68
EARNINGS IN SOME IMPORTANT OCCUPATIONS .. 70
SUBORDINATE SUPERVISORY OCCUPATIONS .. 71
OCCUPATIONS IN ENGINE AND BOILER ROOMS .. 73
ELECTRICAL OCCUPATIONS .. 74
OCCUPATIONS IN SMITHY SHOPS .. 76
OCCUPATIONS IN MOULDING SHOPS .. 77
FITTERS AND MACHINISTS (TURNERS) .. 78
OCCUPATIONS IN BOILERMAKING AND RIVETTING DEPARTMENTS .. 80
MAIN OCCUPATIONS IN CARPENTRY AND PAINTING SHOPS .. 82
OCCUPATIONS IN MOTOR REPAIR SHOPS AND MOTOR TRANSPORT .. 83
OCCUPATIONS IN METAL WARE FACTORIES .. 84
CERTAIN IMPORTANT MISCELLANEOUS OCCUPATIONS .. 85
CERTAIN SEMI-SKILLED AND UNSKILLED OCCUPATIONS .. 86
WATCH AND WARD AND SCAVENGING OCCUPATIONS .. 87
MONTHLY EARNINGS IN CERTAIN GRADED OCCUPATIONS .. 88
WOMEN AND CHILDREN .. 90
VARIATIONS IN EARNINGS BETWEEN DIFFERENT CONCERNS .. 91

PAGE

CHAPTER VI—(contd.)

Earnings—(*contd.*)

FREQUENCIES OF MONTHLY EARNINGS 91
MOULDERS 92
BLACKSMITHS 92
FITTERS 92
MACHINISTS (OR TURNERS) 93
CARPENTERS 93
GENERAL AVERAGES FOR ALL OCCUPATIONS 93
AVERAGE EARNINGS OF FULL-TIME WORKERS 98

TABLES.

TABLE No. I .. Occupational Distribution of Workers in Engineering and "Common" occupations in all Perennial Factories in the Bombay Presidency 103
TABLE No. IIA .. Frequency of Rates for Moulders on Monthly Rates .. 105
TABLE No. IIB .. Do. do. Daily Rates .. 106
TABLE No. IIIA Do. Blacksmiths on Monthly Rates .. 107
TABLE No. IIIB Do. do. Daily Rates .. 108
TABLE No. IVA. Do. Fitters on Monthly Rates .. 109
TABLE No. IVB. Do. do. Daily Rates .. 110
TABLE No. VA .. Do. Machinists on Monthly Rates .. 111
TABLE No. VB .. Do. do. Daily Rates .. 112
TABLE No. VIA. Do. Carpenters on Monthly Rates .. 113
TABLE No. VIB. Do. do. Daily Rates .. 114
TABLE No. VII .. Average Earnings and Attendance in Engineering Occupations in the Bombay City Area. 115
TABLE No. VIII. .. Do. do. Bombay Suburban, Thana, Kolaba and Ratnagiri Area. 123
TABLE No. IX .. Do. do. Ahmedabad City Area. 127
TABLE No. X .. Do. do. Ahmedabad, Kaira and Panchmahals Area. 131
TABLE No. XI .. Do. do. Broach and Surat Area. 134
TABLE No. XII.. Do. do. East and West Khandesh Area. 136
TABLE No. XIII. Do. do. Poona, Nasik and Ahmednagar Area. 139
TABLE No. XIV. Do. do. Sholapur City Area. 144
TABLE No. XV .. Do. do. Sholapur and Satara Area. 147
TABLE No. XVI.. Do. do. Belgaum, Dharwar, Bijapur and Kanara Area. 149

PAGE

TABLES—contd.

TABLE No. XVII.	Average Earnings and Attendance for Women in Engineering Occupations in all Areas			153
TABLE No. XVIII	Average Earnings and Attendance for Children in all Areas.			155
TABLE No. XIX	Frequencies of Monthly Earnings of Moulders			.. 156
TABLE No. XX ..	Do.	do.	Blacksmiths	.. 157
TABLE No. XXI.	Do.	do.	Fitters	.. 158
TABLE No. XXII	Do.	do.	Machinists	.. 159
TABLE No. XXIII	Do.	do.	Carpenters	.. 160

APPENDICES.

APPENDIX A ..	The Forms used for the General Wage Census ..	163
APPENDIX B ..	The General Questionnaire issued to all Factories in connection with the General Wage Census	167
APPENDIX C ..	The Standard List of Occupations for Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories, Water Pumping Stations and Occupations Common to all Factories ..	174

ILLUSTRATIONS.

Line Switch Units—Central Exchange of the Bombay Telephone Co. *Frontispiece.*

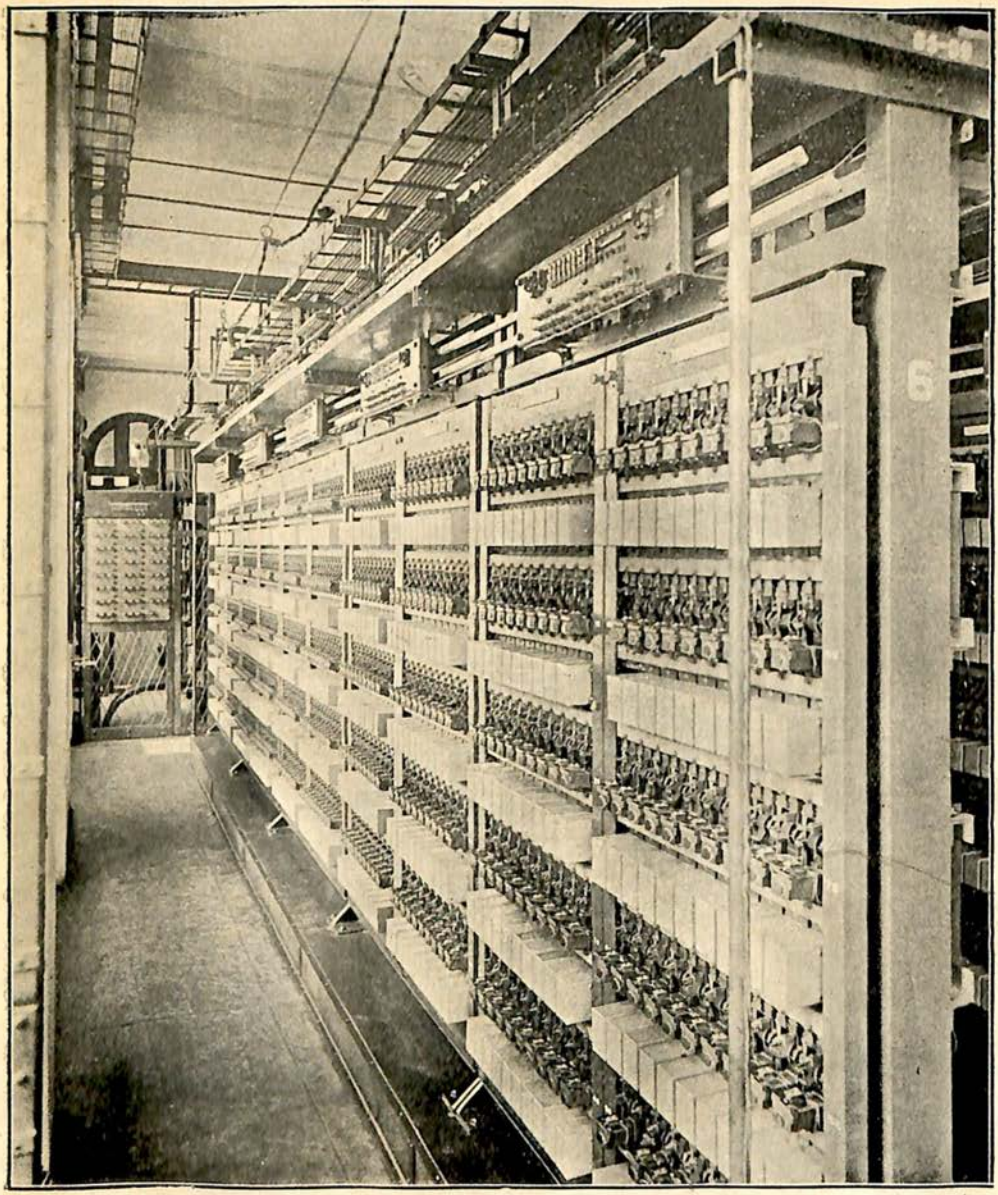
Cartridge Case Making—A Semi Mass production process—Ammunition Factory at Kirkee .. .. .. *Facing page* 42

The Small Arms Cartridges Section—Ammunition Factory at Kirkee *Facing page* 54

Fitting Shop of the B. B. & C. I. Railway Loco Workshops at Freelandgunj, Dohad .. .. .. *Facing page* 78

Boiler shop of the B. B. & C. I. Railway Loco Workshop at Freelandgunj, Dohad .. .. .. *Facing page* 80

The Tool Section—Ammunition Factory at Kirkee *Facing page* 88



LINE SWITCH UNITS—CENTRAL EXCHANGE OF THE BOMBAY TELEPHONE CO. [*Frontispiece*

INTRODUCTION.

The lack of accurate and reliable statistics regarding industrial wages in India has been adversely commented upon and regretted by almost every Commission and Committee appointed in India since the beginning of the century. The Royal Commission on Labour in India, appointed in 1929 to enquire into and report on the existing conditions of labour in industrial undertakings in British India and to make recommendations, deplored the paucity of information regarding rates of wages and earnings in Indian industries throughout their report (published in 1931) and considered frequent enquiries into wages in various industries so necessary that they recommended that provision should be made in the Indian Factories Act for the compulsory supply of information regarding wages. Their observations on the subject at pages 445–6 of their report are of interest:

> "The three main subjects on which information is most urgently needed are wages, earnings and the expenditure of the workers. So far as wages are concerned, practically nothing has hitherto been achieved with the exception of the enquiries made by the Bombay Labour Office into wages in the cotton mill industry of that Presidency. An attempt was made by the Government of India to institute a wages census in 1921 but retrenchment led to its abandonment. Satisfactory statistics regarding wages can only be obtained from employers and must be collected on a fairly extensive scale on the basis of individual industries..... In most Indian industries there would seem to be wide variations in wages, and even in their methods of calculation and payment, from establishment to establishment in the same centre, so that representative samples are difficult to secure. These considerations mean that fairly elaborate machinery is required for any satisfactory wages enquiry."

The Royal Commission also emphasized the necessity for statistics regarding wages in Chapter XII of their report where the question of statutory minimum wages is discussed.

The Government of Bombay were of opinion that the necessary prelude to the consideration of the Royal Commission's proposals regarding statutory minimum wages was the collection of full, accurate and up-to-date statistics of wage

rates and earnings in as many industries as possible. It was also considered that if any conciliation machinery were to be devised for the early settlement of industrial disputes, such data should be readily available for each industry in the Bombay Presidency. Easy access to accurate and reliable statistics and information relating to wages and methods of wage payments would, moreover, be of great value to both employers and employed and the public generally.

Up to 1934, the Labour Office of the Government of Bombay had conducted three enquiries (in 1921, 1923 and 1926) into wages and hours of labour in textile mills in the Bombay Presidency; and a few miscellaneous enquiries of a limited character into the salaries of clerks in Bombay City (1925); and the wages of municipal workers (1924), of peons (1923) and of workers in selected printing presses in Bombay City (1928). The engineering, the sugar, the oil, the match manufacturing and other miscellaneous industries had not been dealt with at all. The Labour Office, therefore, approached the Bombay Engineering Employers' Federation and the Bombay and the Ahmedabad Millowners' Associations with proposals for instituting a general wage census which would cover as many trades and industries as possible. Representative labour leaders were also consulted on the subject. The proposals were well received in all quarters and the sanction of the Government of Bombay was requested for the first part of the general wage census covering all perennial factories in the Bombay Presidency proper. Government accorded sanction to these proposals in November 1933 and it was decided that the first part of the census should be held for the month of May 1934 with variations in the census period to suit conditions in such industries for which the month of May would not be suitable. The programme outlined by the Labour Office is to cover all factories—both perennial and seasonal—; railways and road transport, docks, shops, hotels, hospitals, municipalities, banks, Government and commercial offices over a period of two to three years. The experience of the first part of the census, however, shows that this programme—if carried out in its entirety—is likely to be prolonged well beyond this period. A small enquiry covering workers in building trades in Bombay City has already been conducted and the results were published in the August 1935 issue of the *Labour Gazette*. A fairly comprehensive enquiry on a sample basis covering wages and hours of work in shops in Bombay is in progress and it is more than probable that the part of the census relating to seasonal factories will be conducted in the forthcoming winter and spring.

In considering the method to be adopted in conducting the census it was recognized that, in order to secure uniform returns for all classes of workpeople from all types of factories, it was necessary to devise a simple form which could be readily adapted to varying conditions. Most of the wages statistics published by other countries are based upon union rates—accepted both by employers and employees—, trade agreements, awards by conciliation boards, etc.; or, where regular monthly information is published, e.g., as in the British Ministry of Labour *Gazette*, from returns furnished by employers giving the total wages bills for particular periods and the total number of persons employed. Enquiries covering every worker in any industry or every worker in representative units in that industry are the exception. But in India, statistics based upon union rates, awards, etc., are not available; and information in connection with the total wages bill and the total number of persons employed monthly, although of some use in estimating changes in general levels of wages, would be of little value in the absence of wage rates and average earnings for different occupational groups. It was early apparent that for a general wage census in Bombay the data must be collected for individuals and based on the muster roll.

Sample Method Unsuitable.

For the 1921 and 1923 enquiries into wages in the textile industry the Labour Office used the schedule aggregate method. This simplifies the working out of figures by the census office but throws the responsibility for the preparation of the basic figures on the factory staffs, who are required to work out elaborate primary tabulations on the basis of the figures for individual workpeople. Even with staffs experienced in such enquiries the possibilities of error and lack of uniformity are obvious. From a statistical point of view the disadvantage of the method is that when aggregates of the total number of days worked, and the total earnings of all workers in different occupation groups, are given, no information regarding the wage rates, etc., for an individual workman are available: and consequently no frequency tables can be complied. The Labour Office discarded the aggregate method for the 1926 textile wages enquiry and called for information for every individual worker in certain selected mills on the basis of the muster rolls. The forms for that enquiry were, however, very elaborate and called for information under numerous heads. Moreover, workpeople in several occupations and in different

age and sex groups were entered on the same form. This necessitated the re-posting of every individual item in the census office before any tabulations could be undertaken.

The question of conducting the enquiry by means of a statistical sample on the basis either of units or of numbers employed was given very careful consideration. No satisfactory formula could be evolved for a sample on the basis of units in industries which had only a few concerns and this alternative was, therefore, discarded. Sampling on the basis of numbers employed was not possible in concerns which had only small numbers of workpeople in various occupations; and, moreover, the clerical staffs of many factories were of opinion that sampling would be more onerous than entering up figures for all workers. It was, therefore, decided to cover all workmen in all factories. The primary problem to solve was how best to combine simplicity with accuracy. This was achieved by the use of forms of different colours, for workers in different age and sex groups, and for time rated and piece rated workers respectively, with separate forms or sets of forms for the workpeople in each occupation. Factory staffs, it was hoped, would experience less difficulty in filling up such forms as compared with the filling up of schedules giving aggregates, because only preliminary postings would be required without their being called upon to sum up different sets of figures for aggregates.

Many factory staffs were at first sight staggered by the number of forms which they would be called upon to fill up; but when the forms were explained to them and it was realised that practically all that was required were extracts from their own muster rolls set out on different coloured forms, all objections faded away and in most factories the work of filling up the final returns was done very rapidly.

What Constitute Earnings.

It was decided to limit the information asked for to three simple sets of figures for each individual worker: (1) the actual number of days worked by him in the wage period specified at the top of the form out of the possible working days in that period (also to be specified at the top of the form); (2) the rate stipulated to be paid for a definite period of time (to be specified) in the case of workers on time rates of wages; and (3) the total remuneration or "earnings" paid to the worker in the specified wage period. "Earnings" were to include wages earned from basic rates of pay and all allowances such as dearness of food or value of grain allowances, good attendance

bonus, earnings from double substitute work, pay for holidays or for leave with pay, cash payments for travelling to and fro between home and factory and house rent allowances less disciplinary fines. No additions were to be made for the value of free housing provided, for free railway passes and for overtime and no deductions were to be made on account of subscriptions to provident funds, club fees, income tax, medical attendance, housing or any other amenities provided by the employer. The column for rates of wages was omitted from the forms for workers on piece work prices. An additional column was provided in all forms for entries in respect of the value of damaged material handed over to an operative for which a deduction has been made from his wages. This deduction was not, however, to be made from "earnings".

The Engineering Federation and the two associations of mill-owners had already promised the fullest co-operation from all the individual establishments affiliated to them. There were several hundreds of other factories, however, which were not affiliated to any employers' association; and one of the first tasks which confronted the Labour Office in connection with the census was to secure the co-operation of as many individual concerns as possible. Preliminary investigations conducted in representative factories in all industries in 1933 had revealed a bewildering variety of methods of wage payments and of conditions of employment. These investigations also showed, not only an utter lack of uniformity in the terms used for designating different trades and occupations and in the grading of the more important of these occupations; but the actual use of an overwhelming number of local, vernacular and nicknames for almost all occupations on the muster rolls of the different factories visited. Preliminary forms and lists of occupational terms, which had been drawn up in consultation with the representatives of the three chief associations of employers, the Chief Mechanical Engineers of the G. I. P. and the B. B. & C. I. Railways and technical experts in the more important industries had to be tested from the points of view of their adaptability to varying conditions in all classes of factories and the necessity for their amendment or amplification. In view of these several considerations it was decided that the two Assistant Commissioners of Labour at headquarters should visit all factories in the Bombay Presidency proper with the fourfold object of (1) securing the co-operation of the factories concerned in the general wage census; (2) examining the suitability or otherwise of the draft forms for the returns of wages which would have to be made and for explaining to the clerical staffs at each factory the manner

in which the forms were to be filled up; (3) inspecting the various technical processes at each factory with a view to allocating standard occupational terms to the groups of persons employed in each particular trade or process; and (4) preparing duplicate lists of the whole of the staffs at each factory according to the occupations in which they were employed—one copy for the clerical staff of the factory to enable them to use standard terms in designating occupations when making returns and the other for the use of the Labour Office for estimating the numbers of different kinds of forms which would be required by each concern.

Many Visits to Factories.

The Factory Department furnished lists of all working perennial factories in the Bombay Presidency proper with their location and addresses. These lists covered over 750 establishments in 87 cities, towns and villages from Viramgam and Dohad in the north of the Presidency, to Bhusawal in the east and to Hubli and Dandeli in the Dharwar and Kanara Districts in the South. The two Assistant Commissioners (Mr. S. R. Deshpande and Mr. N. A. Mehrban) started their tours early in January 1934. The services of Mr. Deshpande were, however, required at an early stage, in connection with the Departmental Enquiry which was instituted by the Government of Bombay early in 1934 into reductions in wages in cotton textile mills in the Bombay Presidency; and this officer had to do extensive touring in all parts of the Presidency in connection with that enquiry. The bulk of the work in connection with the initial touring in connection with the general wage census consequently fell on Mr. Mehrban who visited 652 factories in over 70 towns within a period of four and a half months. In about 60 of the 100 odd factories which he visited in Ahmedabad City he was accompanied by the Labour Officer stationed at that centre, Mr. A. S. Iyengar. During the later stages of the initial period, this Assistant Commissioner was assisted by a Statistical Assistant, Mr. R. G. Gokhale, from headquarters who visited nearly forty textile mills in Ahmedabad City. Every working perennial factory in the Bombay Presidency had been visited by the end of May, full instructions had been given to the clerical staffs at each factory, the workpeople in all factories had been grouped into proper standardised occupations and the Labour Office was assured of the fullest co-operation.

After about 70 per cent. of the preliminary investigations had been completed, the forms to be used for the census were finally

drawn up together with standard lists of occupations for all perennial factory industries in the Bombay Presidency and a general questionnaire designed to collect the fullest information on every possible phase of hours of work, pay periods and methods of payment, conditions of employment, additions to and deductions from wages and the welfare of the industrial workers in the Presidency proper. It was decided that factories should send in returns for the calendar month of May 1934 in all cases where wage or pay periods were for calendar months; and for one pay period falling in the month of May in cases where the pay period was of less than a month's duration, e.g., in Ahmedabad City where the pay period for the majority of process workers on the spinning side in the cotton textile industry is a *hapta* of 16 days and that for weavers is a *hapta* of 14 days. The first set of forms were designated as " A " forms and the second as " B " forms. In each set, forms of separate colours were devised for different age and sex groups and for workers on time and piece rates of wages respectively. Thus, the white, pink and yellow forms in each group were for men, women and children on time rates; the blue and the green forms in each group were for men and women on piece rates. As no children were employed in any factory on piece rates of wages, no special form was necessary for children on piece rates. Apart from changes in colour and indications as to the sex groups which were to be entered on forms of different colours, there were no differences between the white, pink and yellow forms for time workers and between the blue and the green forms for piece workers.

Complete instructions with regard to the manner in which the forms were to be filled up were given at the back of every form. These instructions were translated into Marathi, Gujarati and Kanarese and copies of the translations into the vernacular were sent to each factory according to its location. The total number of forms printed for the census was 66,000.

The white form in group A, the blue form in group B and the instructions in English are reproduced in Appendix A at pages 163 to 166 of this report.

The general questionnaire which was issued to all factories with the form is reproduced in Appendix B at pages 167 to 173.

Appendix C printed at pages 174 to 179 contains the general instructions attached to the printed lists of standardised occupations for all factories and the list for " Engineering and

Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories, Water Pumping Stations and Occupations Common to all Factories". The lists for the other industries will be published in their respective reports.

Preparation of Standard Lists.

As far as the question of the preparation of standard lists of occupations is concerned, it has been stated that all industries in India use a variety of vernacular and local names for designating different occupations. The experience of the 1926 textile wages enquiry had shown that 36 cotton mills in Bombay, Ahmedabad and Sholapur had used over 1,000 different terms for designating about 150 odd occupations. Nobody in the Labour Office and few people in Bombay could say to which occupations most of the terms related and much of the work had to be done all over again. During the preliminary enquiries in connection with the general wage census, the management of one factory stated that they had 37 "Lilywallas". On enquiry, the process of manufacture in which these men were engaged was explained. A further enquiry was then made as to the source of this appellation. The reply was "my foreman asked me what I should call these men. I saw some lilies in the factory garden and as the men were engaged in a process of decorative work, I told him to call them Lilywallas." There were several similar instances. The number of different terms actually used in factory muster rolls in all parts of the Presidency for the one occupation of blacksmiths alone was over twenty!

A very different type of complication had to be contended with in the engineering industry. All Government, railway, municipal and public body factories and the larger workshops resort to grading their more important occupations. Various sets of terms such as "special, superior, ordinary", "class I, class II, class III, etc.", "full workmen, workmen, learners", etc., are in use. The basis of grading is arbitrary in each case and in the case of one railway workshop about half a dozen occupations were graded into as many as seven classes: grade A: class I and class II; grade B: classes I, II and III; and grade C: classes I and II. After consulting technical experts in representative engineering workshops in Bombay, Poona and Hubli and the British Ministry of Labour publications "A Dictionary of Occupational Terms" and "Classified List of Industry Groups", a preliminary draft standard list of occupations for the engineering industry including metal

trades, dockyards, etc., was drawn up and this was sent to over twenty heads of large establishments for comment. Changes recommended were adopted and the final list (contained in Appendix C) was drawn up.

The difficulties in connection with grading were solved by adopting the three grades "special", "superior" and "ordinary" for fitters and machinists or turners, and the two grades "superior" and "ordinary" for another fifteen or so occupations. In each case the dividing lines were fixed on the basis of daily and or monthly rates of pay. In most cases the dividing line between "superior" and "ordinary" grades is a daily rate of Rs. 2 and/or a monthly rate of Rs. 54, but variations were adopted in the case of draughtsmen, turbine drivers and switchboard attendants. The actual gradings in each case may be examined by a reference to the standard list in Appendix C. The lists for other industries were similarly drawn up in consultation with technical experts in each industry. It is needless to add that the lists only contain terms for occupations in which workers in the Bombay Presidency are actually engaged and that they should not by any means be considered as fully comprehensive, and as covering all the possible occupations in any industry in India.

Most of the occupations in the engineering industry are also to be found in non-engineering factories. For example, one large group of textile mills in Ahmedabad City returned a greater number of engineering occupations than did two large railway workshops. In addition, there are numerous occupations such as steam engine drivers, firemen, wiremen, watchmen, etc., which are common to all factories including engineering workshops. All such occupations have been included in the list for the engineering industry.

Common Occupations in Non-Engineering Firms.

The report for the engineering industry covers both the workpeople returned by 221 concerns included in this industry group and all workers employed in engineering occupations and in occupations which are common to all factories. The latter will be referred to as "common" occupations in the rest of this report. The wage tables in this report give two sets of averages: (1) for engineering concerns alone; and (2) for all factories including engineering concerns. The averages for these occupations in other non-engineering industries will, however, be given in the report for each industry; i.e., the averages for ordinary fitters are given in this report firstly

for engineering concerns and secondly for all concerns. The averages for ordinary fitters in each of the other industries will be given in the reports for those industries and the general report will contain comparative figures for all industries.

Too much emphasis cannot be laid upon the imperative necessity for a standardisation of occupational terms when a wages enquiry is to be undertaken, and the explanation of such terms to and their adoption by, all the units to be covered by the enquiry.

Strikes affecting large numbers of workpeople and of long duration in most of the cotton textile mills in the cities of Bombay and Sholapur between February and July necessitated changes in the census month from May to July in the case of the cotton textile mills in Sholapur and from May to October in the case of the cotton textile mills in Bombay City. All match manufacturing factories in the Bombay Presidency stopped working on the 1st April 1934 on account of the imposition, by the Government of India, of an excise duty on matches. All the large sugar mills in the Bombay Presidency had also stopped work by the beginning of May on account of seasonal considerations. All working match manufacturing and sugar factories in the Presidency were therefore covered for the month of March 1934. Several oil mills in Khandesh did not maintain their muster rolls and pay sheets in a manner which would have facilitated the filling up of the census forms and revised instructions were issued to them to maintain correct and proper records for the month of July and these factories were asked to make their census returns for that month. Consequently, the returns relating to oil mills are partly for May and partly for July. In a few cases where certain concerns were closed for the whole or the greater part of the census month, another earlier or later month was substituted. With the exception of the changes indicated above, the returns from all other factories in all industries were for the month of May 1934.

The required numbers of forms together with copies of the standard lists of occupations, the general questionnaire, vernacular instructions, etc., were forwarded to all factories, excepting cotton textile mills in Bombay and Sholapur, early in June. Factories in the cities of Bombay and Ahmedabad were asked to send their representatives either to the Labour Office in Bombay or to the Labour Officer at Ahmedabad for further instructions in case they had any difficulties. All other factories in the remaining 85 centres were requested not to

despatch their returns to the Labour Office unless and until they had been examined by an Assistant Commissioner of Labour or by a statistical assistant from headquarters. The Assistant Commissioner of Labour in charge of the enquiry (Mr. N. A. Mehrban) visited 184 upcountry factories for a second time between June and the middle of August, a statistical assistant visited nearly 250 factories for a second and, in many cases, for a third time during the same period ; and the Labour Officer at Ahmedabad had to visit most of the 126 mills and factories in that city at least twice if not oftener before their returns were forthcoming. In some factories, the returns were filled up in a very defective manner and the work had to be done all over again. In many cases the complete work was done by the officers of the Labour Office.

Sixty Thousand Forms.

On the receipt of the returns for each unit in the Labour Office, the forms and questionnaire were subjected to a thorough examination ; and in all cases where returns appeared to be faulty or incorrectly filled in, they were taken or sent back to the factory concerned for amendment or amplification or complete revision. Correct returns for every individual member of supervisory and clerical staffs and for every individual worker were received from every working perennial factory in the Bombay Presidency by the end of November 1934, including the returns from the cotton textile mills in Bombay City, which were filled up for the month of October. As far as the Bombay cotton mills were concerned, an Assistant Commissioner of Labour and a statistical assistant revisited all mills in September and again in November first to issue instructions and then to check the filled up returns. The accurate filling up of the forms for all textile mills in Sholapur and in Bombay City was considerably facilitated by the holding of joint meetings of the head time-keepers of all the mills at each of these two centres. At these meetings, lectures were given in both English and Marathi explaining the objects of the general wage census and the forms, and all queries put by persons who had difficulties were answered. It reflects very great credit on the time keeping staffs of the Bombay cotton textile mills that, in spite of three holidays on account of Diwali early in November, every mill was able to fill up all its forms for October by specified dates between the 11th and the 20th of that month.

The approximate number of forms returned by 692 working perennial factories out of a total of about 750 odd factories in

the Bombay Presidency, amounted to about sixty thousand. These 692 factories were all that were working during the census period. The others were closed or not working for various reasons. After we had satisfied ourselves that every one of these forms had been correctly filled up, the next stage of the work was to sort the forms out under about a thousand different occupations—and variations of these occupations, according to age and sex groups, wage periods and methods of payment, i.e., time or piece—for each of ten territorial areas into which the Presidency proper was divided for the purposes of the general wage census. Nearly four thousand separate files had to be opened. The work of scrutinising, collecting, examining, sorting out and filing the sixty thousand odd forms brought us to very nearly the end of the year 1934.

It is not possible at this stage to give an accurate estimate of the total number of persons covered by the census, but if a rough estimate may be attempted, this figure should approximate to very nearly three and a half lakhs if not more. The tabulation work in connection with the census involved dealing with roughly a million figures and the working out of about fifteen to twenty thousand averages for percentage attendance and for daily and monthly earnings. The 692 filled up questionnaires returned from all factories cover answers to approximately 60 questions which meant primary and secondary postings for more than forty thousand answers for the preparation of summaries for the various reports. It would have been impossible to undertake the stupendous work in connection with the wage census with the existing staff of the Labour Office and the Government of Bombay therefore expanded the staff of this office by the appointment of an additional Assistant Commissioner of Labour and two junior clerks. A special branch consisting of one full-time Assistant Commissioner of Labour, one statistical assistant and four junior clerks with four Comptometer machines has been specially set apart for this work.

It has been decided to publish the results of the first part of the general wage census, covering all perennial factories in the Bombay Presidency proper in six reports in the following order: –

1. Wages, Hours of Work and Conditions of Employment in the Engineering Industry,

2. Wages, Hours of Work and Conditions of Employment in the Printing Industry,

3. Wages, Hours of Work and Conditions of Employment in the Textile Industries,

4. Wages, Hours of Work and Conditions of Employment in Sugar, Match Manufacturing and Other Miscellaneous Industries,

5. Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency, and

6. General Report on the first part of the Wage Census for Perennial Factories in the Bombay Presidency.

Ten Census Areas.

The various cities and districts in the Bombay Presidency proper were divided, for the purposes of the census, into ten territorial areas after a very careful study and examination of the conditions prevailing in different localities. Rates of wages and conditions of employment vary widely not only between area and area but also between concern and concern in the same industry in the same area. But, it is believed that some homogeneity regarding certain conditions of employment exists in the districts which have been grouped together. There can be no question that the three principal industrial cities of Bombay, Ahmedabad and Sholapur should stand by themselves. Conditions in the Bombay Suburban and Thana Districts regarding both higher wage rates and prices are somewhat similar owing to their close proximity to Bombay. The adjoining districts of Kolaba and Ratnagiri have very few factories and these four districts were grouped together as one area. Conditions in the Surat District are somewhat similar to those in the Broach District, but are entirely different to those in the Panchmahals, Kaira and Ahmedabad Districts. Surat and Broach were therefore grouped together in one area and the three latter districts, excluding Ahmedabad City, into another. Both East and West Khandesh may be considered as a fairly homogeneous tract and these two districts were therefore grouped together.

There is a great similarity in climatic conditions in the three contiguous districts of Poona, Nasik and Ahmednagar and wage rates similar to those paid in Poona City are to be found in the city of Nasik. These three districts were therefore combined together to form one area. If Sholapur City is excluded from the Sholapur District, conditions in the Sholapur and Satara Districts are also to some extent similar and these

were grouped into an area. The remaining four districts of the Bombay Presidency form part of the Karnatak—a tract which has very great climatic and racial similarities. The four districts of Belgaum, Dharwar, Bijapur and Kanara were therefore grouped together as the last and the tenth area. Separate sets of tabulations have been undertaken for each occupation in each industry for each of the ten areas specified above. General Presidency averages for each of the more important occupations and for workers in all occupations will be given in the body of each report.*

Classification of Industries.

Some difficulty was experienced in classifying the 692 factories covered by the general wage census in the Bombay Presidency proper under specific industry groups. Textile cotton, silk, wool and hosiery mills and factories stand in a group and sub-groups by themselves. So also do paper, match, glass, tiles, chemical and pharmaceutical factories, power laundries, distilleries, ærated water factories, sugar, tobacco curing and cigarette manufacturing and gold and silver thread factories. Rice mills have occupations which are to be found in flour mills and these two industries have therefore been grouped together. In the same way, film and gramophone record making factories, type foundries and photo-zinco and litho-works have occupations which are to be found in most of the larger printing presses. All such concerns have therefore been classed together as one industry group under the general name of the printing industry. For similar reasons, factories manufacturing crepe and rubber goods have been classed together with raw tanning and finished leather works; and paint and soap factories, which are often subsidiary processes in oil mills, have been grouped along with oil mills. Many of the factories which manufacture biscuits have subsidiary plants for manufacturing confectionery and canning butter. All factories engaged in these allied trades have been put into one industry group.

Engineering concerns as such offer no difficulty for purposes of classification but there is a large variety of concerns such as gas generating and refrigeration plants, water pumping stations,

*In one or two areas the predominance of some unit in a particular industry has had the effect of changing the normal industrial character of the area. This is particularly the case with engineering where the B. B. & C. I. Railway workshops at Dohad, for example, entirely dominate the "Panchmahals, Kaira and Ahmedabad" area and in effect bring it into the city category. This eccentricity is unavoidable and its effect is explained in the body of the report wherever it occurs. For the census as a whole, the geographical areas selected will be found generally suitable.

stone crushing plants, saw mills, ordnance and ammunition factories, etc., which have none or few special occupations outside those which are to be found in an ordinary engineering workshop. It would have unnecessarily widened the scope of the work to be done in connection with the census if a few of each of these different types of factories had been treated as separate industry groups. As these factories had, as has already been stated, occupations which are really engineering occupations, they have been included in the engineering industry group. Chapter I of the Report on the Engineering Industry gives full details regarding the types of concerns which have been covered in this group.

In this introduction we have dealt somewhat exhaustively with the details of the enquiry, the methods adopted, the difficulties that had to be overcome, the staff employed and so on. This has been done, not only in order to make the report as complete as possible but also in the hope that our colleagues in other parts of India or the world may derive some assistance from our experience when they are called upon to undertake similar enquiries. The existence of the International Labour Office and the holding of annual International Labour Conferences have enabled world-wide problems to be discussed on a common platform and caused to be disseminated throughout the world a mass of information on labour matters which is available for all who have to study such problems and is of great value when legislation or other measures are under consideration in any country. These reports, etc., are however chiefly valuable for their results. There is usually but little detailed information available to show how those results were obtained. In planning our general wage census, therefore, we had little to guide us, while in the collection and preparation of the data we had to rely entirely on our own resources, for we could find nothing in the wage enquiries of other countries to help us. In most countries the collection of wage statistics is far simpler than it can ever be in India. For example, the admirable wage reports covering various industries prepared by the United States Department of Labour are largely based on hourly rates and hourly earnings as this method of remuneration and computation of wages seems to be the most usual in that country. How simple is their task compared with ours, with a time factor which may be a calendar month, a month made up of so many hours, the "hapta", etc., all in the same industry in one centre and with a wage factor which may be closely related to the time factor or may not. While therefore this enquiry has been undertaken primarily for the benefit of the

Bombay Presidency and the details of its preparation are of particular interest to the people of Bombay, we venture to hope that somewhere, some time, its perusal will save a colleague some of the pangs of parturition which we have suffered in its preparation. The letter press in the reports will also be found to be fairly lengthy and to include a number of subsidiary tables which have been worked out from the main tables at the end of the report. Strictly speaking, the functions of a statistical department would end with the preparation and publication of the main tables, leaving to others the task of analysing them and extracting from them the large amount of material which is available in different forms. But the Labour Office is more than a statistical bureau. Its functions are far wider and merely to leave the figures unexplained and undigested would be to leave its task uncompleted. In this country, up to now, the close study and analysis of statistical material has been largely neglected, whereas in other countries a host of professors and research students devote their whole lives to such study, not only from the point of view of political economy but from that of industrial research directly related to business and commerce. There is no doubt that as the preparation and collection of statistics improves—and there is undoubtedly room for improvement as well as expansion—they will be studied in detail, special attention being paid to comparative examination of different sets of statistics and their relation one to the other. Meanwhile we think a useful purpose is served by the preparation of a report on the lines on which this one is presented. The chapters dealing with hours and conditions of labour, rates, welfare, etc., will be found of particular value. They form a necessary background to the wages figures and the information has never before been obtained and given in a collected form in any report or publication.

CHAPTER I.

Labour in the Engineering Industry.

The Scope of this Report.

This report covers two large groups of workpeople: (1) all persons in all occupations in the 221 perennial factories in the Bombay Presidency proper which have been classified under the engineering industry; and (2) all workpeople in engineering occupations and in occupations common to all factories who come from the remaining 471 non-engineering perennial factories covered by the general wage census in the Bombay Presidency. The various chapters of this report fall into two distinct parts. A portion of this chapter dealing with recruitment of labour and labour turnover, chapter II on "Payment of Wages", chapter III which deals with hours of work, shifts and leave and chapter IV on "Welfare Work in the Engineering Industry" fall into the first part. The information contained in these chapters has been compiled on the basis of the answers given to the questions contained in the General Questionnaire and relate to the 221 engineering concerns alone. Chapters V and VI which deal with rates of wages and earnings cover all workpeople in engineering and "common" occupations in all factories including engineering concerns. The main wages tables at the end of this report, however, give separate sets of averages for each occupation, firstly for workers in engineering concerns only and secondly for workers in all factories; but the main comments in both these chapters and most of the summary tables in chapter V relate to the figures for the wider group.

Types of Factories and Numbers of Workers in the Engineering Industry.

The following table sets out the distribution of the 221 perennial factories classified under the "engineering" industry according to types of work done and gives the total numbers of workpeople employed in each type by age and sex groups as reported in the general questionnaire.

Table A.—*Distribution of* 221 *'Engineering' factories according to type and numbers of workers employed.*

Type of factories.	Number of factories.	Number of workers employed.				
		Men.	Women.	Children.	Total.	Percentage to total.
1. Railway and tramway workshops ..	44	22,381	48	..	22,429	46·46
2. Ship building and repairing.	4	5,485	27	..	5,512	11·42

Type of factories.	Number of factories.	Number of workers employed.				
		Men.	Women.	Children.	Total.	Percentage to total.
3. General engineering ..	20	3,650	37	..	3,687	7·64
4. Electricity generating and engineering ..	14	797	4	..	801	1·66
5. Saw milling and machine wood working ..	13	1,291	50	..	1,341	2·78
6. Metal ware factories ..	18	2,036	53	..	2,089	4·33
7. Foundries ..	9	406	1	..	407	0·84
8. Motor vehicle assembling and repairing ..	19	1,555	..	..	1,555	3·22
9. Stone crushing ..	11	401	213	12	626	1·30
10. Gas, liquid fuel, water pumping and refrigerating plants ..	15	2,697	98	..	2,795	5·79
11. Miscellaneous iron and brass manufacturing ..	37	2,273	29	1	2,303	4·77
12. Explosives manufacturing	1	2,883	..	..	2,883	5·97
13. Gold and silver minting ..	1	831	..	..	831	1·72
14. Others ..	15	993	15	4	1,012	2·10
Total ..	221	47,679	575	17	48,271	100·00

Over 46 per cent. of the total number of workpeople employed in the engineering industry in the Bombay Presidency proper are employed in railway and tramway workshops and in railway running sheds. A little more than 11 per cent. are employed in dockyards and a little less than 8 per cent. in "general" engineering. The total number of women returned in the general questionnaire as being employed in the industry was only a little more than 1 per cent. of the total. The number of children is negligible. The remaining figures in the above table are self-explanatory and do not call for special comment.

Number of Workpeople Returned in the Census Forms.

The total number of workpeople for whom detailed figures for attendance and earnings were given in the census forms returned by concerns in the engineering industry was 46,726 or 1,545 less than the total number employed. The difference is partly covered by the number of workpeople borne on factory musters who were absent throughout the census period and for whom no wages data were returned, and partly by the numbers of persons in occupations which have been set aside* for treatment in the fifth census report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories". The distribution of these 46,726 workpeople is given in the following table by age and sex groups for each of the ten territorial areas into which the Bombay Presidency Proper was divided for the purposes of the general wage census and for the Presidency Proper as a whole.

*See footnote to the list of standard occupations given in Appendix C (pages 174 to 179).

TABLE B.—*Number of workpeople returned in Census Forms by Engineering Concerns—By areas and age and sex groups.*

Areas.	Number of factories.	Number of workers returned.			
		Men.	Women.	Children.	Total.
1. Bombay City	142	30,134	513	20	30,667
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	15	2,330	4	..	2,334
3. Ahmedabad City	17	980	4	5	989
4. Ahmedabad, Kaira and Panch-mahals	2	1,840	..	..	1,840
5. Broach and Surat	3	405	24	..	429
6. East and West Khandesh ..	4	1,270	15	..	1,285
7. Poona, Nasik and Ahmednagar ..	21	5,240	10	..	5,250
8. Sholapur City	4	287	18	..	305
9. Sholapur and Satara	4	434	2	..	436
10. Belgaum, Dharwar, Bijapur and Kanara	9	3,169	22	..	3,191
Total, Presidency Proper ..	221	46,089	612	25	46,726

The figures for the total number of women and children returned in the census forms are slightly greater than those returned in the questionnaires. This is due to the employment of more women on a temporary basis in stone crushing plants. A little over 65 per cent. of the total number of all the workpeople employed in the "engineering" industry are employed in Bombay City. The smallest number is employed in Sholapur City.

The following frequency table which has been compiled on an "area" basis shows the "size," from the point of view of numbers employed, of the 221 perennial factories in the Bombay Presidency proper which have been classified under the engineering industry.

TABLE C.—*Frequency distribution of factories on the basis of numbers employed—Engineering Industry.*

Areas.	Number of units employing the numbers of workers specified.				
	Below 50.	51–100.	101–250.	251–500.	501–1,000.
1. Bombay City	55	37	26	12	6
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	4	4	3	3	1
3. Ahmedabad City	11	3	3	..	..
4. Ahmedabad, Kaira and Panch-mahals	..	..	1	..	..
5. Broach and Surat	2	..	..	1	..
6. East and West Khandesh ..	1	1	1	..	..
7. Poona, Nasik and Ahmednagar ..	7	4	7	1	1
8. Sholapur City	2	1	..	1	..
9. Sholapur and Satara	2	..	1	1	..
10. Belgaum, Dharwar, Bijapur and Kanara	3	3	2	..	..
Total, Presidency Proper ..	87	53	44	19	8

Areas.	Number of units employing the numbers of workers specified.				
	1,001–1,500.	1,501–2,000.	2,001–3,000.	3,001 and over	Total.
1. Bombay City	1	1	2	2	142
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	..	..	..	..	15
3. Ahmedabad City	..	..	..	..	17
4. Ahmedabad, Kaira and Panchmahals	..	1	..	..	2
5. Broach and Surat	..	..	..	..	3
6. East and West Khandesh ..	1	..	..	..	4
7. Poona, Nasik and Ahmednagar ..	..	..	1	..	21
8. Sholapur City	..	..	..	..	4
9. Sholapur and Satara	..	..	..	..	4
10. Belgaum, Dharwar Bijapur and Kanara	..	..	1	..	9
Total, Presidency Proper ..	2	2	4	2	221

Eighty-seven or nearly 40 per cent. of engineering factories in the Bombay Presidency proper employ below 50 workers each and another 53 or nearly 25 per cent. employ between 51 and 100 each. Only ten engineering concerns employ over 1,000 workers and of these ten, six are in Bombay City. The remaining four are the B.B. & C.I. Railway workshop at Dohad, the G.I.P. Railway Running Shed at Bhusawal, the Ammunition Factory at Kirkee and the M. & S. M. Railway workshop at Hubli.

The following table gives the numbers of workpeople returned in the census forms under engineering and "common" occupations by the 471 non-engineering perennial factories in the Bombay Presidency.

TABLE D.—*Number of workpeople returned in Census Forms by non-engineering concerns under Engineering and "Common" occupations.*

Areas.	Number of workers returned.			
	Men.	Women.	Children.	Total.
1. Bombay City	11,860	1,652	..	13,512
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	1,146	99	4	1,249
3. Ahmedabad City	7,685	447	2	8,134
4. Ahmedabad, Kaira and Panchmahals ..	509	28	..	537
5. Broach and Surat	349	37	..	386
6. East and West Khandesh	971	26	..	997
7. Poona, Nasik and Ahmednagar	889	19	3	911
8. Sholapur City	1,626	268	3	1,897
9. Sholapur and Satara	233	29	..	262
10. Belgaum, Dharwar, Bijapur and Kanara ..	901	54	..	955
Total, Presidency Proper ..	26,169	2,659	12	28,840

Bombay City returned a total of 30,667 workpeople from engineering concerns and 13,512 workpeople from non-engineering factories. Similar figures for Ahmedabad and Sholapur Cities are 989 and 8,134 and 305 and 1,897 respectively. The Ahmedabad cotton mills contributed over eight times as many persons in engineering and common occupations as were returned in these occupations by engineering concerns in that city; and the contribution from the cotton mills in Sholapur City was over six times as much as that returned by engineering factories in that city. In the following table the figures in the two tables, Table B and Table D, are combined and the totals represent the total numbers of workpeople covered by this report.

TABLE E.—*Number of workpeople returned in Census Forms under Engineering and "Common" occupations by all Perennial Factories.*

Areas.	Number of workers returned.			
	Men.	Women.	Children.	Total.
1. Bombay City	41,994	2,165	20	44,179
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	3,476	103	4	3,583
3. Ahmedabad City	8,665	451	7	9,123
4. Ahmedabad, Kaira and Panchmahals ..	2,349	28	..	2,377
5. Broach and Surat	754	61	..	815
6. East and West Khandesh	2,241	41	..	2,282
7. Poona, Nasik and Ahmednagar ..	6,129	29	3	6,161
8. Sholapur City	1,913	286	3	2,202
9. Sholapur and Satara	667	31	..	698
10. Belgaum, Dharwar, Bijapur and Kanara ..	4,070	76	..	4,146
Presidency Proper ..	72,258	3,271	37	75,566

Table No. 1 at pages 103 and 104 of this report gives the occupational distribution, by age and sex groups, of the 75,569 workpeople covered by this report. The most common occupation is that of unskilled labourers or coolies, who, without the coolies from non-engineering concerns, number 9,795. The next most numerically important group is the skilled occupation of fitters of whom 7,063 were returned by all perennial factories in the Bombay Presidency Proper. Other occupations in which more than one thousand workpeople were returned are: oilmen (4,117), sweepers (3,934), watchmen (3,716), carpenters (3,657), machinists or turners (2,772), nawghanies or trained lifters (2,731), mechanics assistants (2,416), apprentices (1,691), painters (1,420), rivetters (1,220), firemen (1,200), hammermen or strikers (1,174), packers, wrappers and labellers (1,129), muccadams (1,063) and moulders (1,059).

RECRUITMENT OF LABOUR.

Unlike the cotton textile industry in the Bombay Presidency where labour is generally, if not always, recruited through jobbers, there is a wide diversity in the methods of recruitment employed in the engineering

industry. This is due to the higher degree of skill and efficiency required from individual workmen especially among the more skilled occupations such as blacksmiths, moulders, fitters, turners, carpenters, etc. Trade tests and a period of probation are almost invariably insisted upon ; but, in many of the larger concerns, particularly railways, suitable recruits are engaged as apprentices in different "trades" and are promoted to the status of "full workmen" on the completion of varying periods of training.

During the period covered by the general wage census, the recruitment policy adopted by the Great Indian Peninsula Railway, for all departments including factories, was to give preference in the following order : (*a*) retrenched staffs of railways ; (*b*) ex-strikers of 1930 ; (*c*) apprentices nearing completion of apprenticeship ; (*d*) ex-temporary hands ; (*e*) ex-apprentices ; and (*f*) outsiders. All men are engaged either by covenanted foremen at the factories concerned or through the Divisional Engineers or Traffic Superintendents or other district officers. On the B. B. & C. I. and the M. & S. M. Railways there is no policy of priority although the method of recruitment is very similar to that adopted on the G. I. P. Railway, but with this difference that the ultimate responsibility for recruitment rests with the head of the establishment or department concerned. Most railways employ special labour officers to deal initially with the workers' grievances and complaints but such labour officers have little, if anything, to do with recruitment.

Several large concerns like the Government Ammunition and Ordnance Factories at Kirkee, the General Motors, the Ford Motor Car Company, the Burmah Shell Corporation and the Bombay Telephone Company have special officers or labour officers who are responsible for all recruitment of labour. In cases where such special officers are called labour officers, these are placed in complete charge of the total labour force employed in the units concerned and employment, efficiency, leave and health records are maintained for every workman. In other large concerns, labour is engaged either by the workshop superintendent or manager (13 cases) ; foremen, overseers or head maistries (25 cases) ; muccadams (19 cases) ; or by "heads of branches" (2 cases). Among the smaller concerns, 91 units simply reported that labour was recruited "direct". Enquiries showed that engagement by the proprietor himself or by his agent was meant. Three out of the 221 factories in the Bombay Presidency proper included in the engineering group gave no information under this head. Of the remaining factories, other than those already specifically dealt with, ten concerns stated that they "recruit labour at the gates" and eleven said that new workers were engaged on the recommendation of the old or more senior workmen.

Labour Turnover and Substitute Labour.

The total number of workpeople whose names were struck off the muster rolls of 221 engineering factories in the Bombay Presidency proper during the month of May 1934 amounted to 544, which gives a monthly

labour turnover figure of 1·1 per cent. for the 48,271 workpeople returned in the questionnaires as borne on the muster rolls of these 221 concerns.

Unlike the textile industry, the engineering industry does not employ substitutes in place of permanent workers who may be temporarily absent; and, where substitution is resorted to, this is done mostly in the semi-skilled and unskilled occupations. This is shown by the fact that the total number of substitutes appointed in 221 engineering concerns in May 1934 was 260. The ratio which this figure bears to the total number of workpeople borne on the musters of these concerns is a little more than 0·5 per cent.

CHAPTER II.

Payment of Wages.

In countries where earnings accruing from agreed or standardised hourly time rates or piece-work prices are paid on Saturdays for the week Friday morning to Thursday evening, the term "payment of wages" has a well defined connotation and gives rise to very few difficulties. Fining is negligible, time rates are fixed usually by the operation of trade agreements and piece rates are readily ascertainable. Moreover, the requirements of National Health and Unemployment Insurance Acts ensure prompt and methodical payment of wages.

In India the scope of the term "payment of wages" is exceedingly wide. With one or two exceptions of a limited character, there is nothing like wage standardisation or agreed wage rates in any industry or centre in India and rates and piece-work prices with their methods of fixation vary widely not only between centre and centre, but also between unit and unit in one centre and even between individuals in particular occupation groups in the same unit. There also exists a bewildering complexity in the methods adopted in the calculation of earnings from rates other than hourly rates. Allowances in the form of war or dearness allowance or grain allowance still continue to be paid; and endeavours to secure good attendance are made by doubly penalising unauthorised absence or by offering a cash bonus in addition to the wage or by insisting upon full attendance during a pay period by formulating conditions under which a hypothetical "pay for Sunday or a closed day" may be earned. Long pay periods, generally of a month's duration, necessitate the grant of advances against earned wages and the formation of co-operative credit societies. Numerous deductions are made for all sorts of reasons including fines. All these and several other kindred subjects such as pay periods, duration of the waiting period (the number of days between the end of a pay period and the actual date of payment), superannuation benefits and financial aid, methods of calculating overtime, the manner of dealing with discipline, late attendance, etc., have been covered under the generic heading of "payment of wages" and this chapter makes an attempt to describe the main variations in the manner in which these matters are dealt with in "engineering" factories in the Bombay Presidency without entering into the details of unimportant rarities.

Principles of Wage Fixation.

The intention of this section is to describe the principles which different employers adopt in fixing the rates which they offer to their workers. In all Government and railway workshops the number of posts in each occupation and the scales of pay to be given to the persons who hold them are fixed by the authorities responsible for their administration. These rates cannot be varied by the officers who are actually in charge of the concerns. In almost all cases, all the posts in particular occupations

are graded. Two methods of grading are adopted. In one case, each occupation is divided into two or more classes or groups and each class carries a specified rate of pay. In the second case incremental scales are laid down. In the case of some railways a combination of both these systems prevails; i.e., each class in a particular occupation has an incremental time scale. Promotion from one class to another depends primarily on the occurrence of vacancies but it is not always automatic and is often dependant on the aspirant to the higher scale satisfactorily passing a trade test. The rates offered are fixed by "professional officers", as in the case of the His Majesty's Indian Naval Dockyard, or on information furnished by Government departments of industries and labour.

Among privately owned concerns most of the larger workshops follow the methods adopted on railways but there is not the same degree of rigidity as regards variations of rates by the management. If a foreman feels that a newcomer does not deserve a particular rate on merit, a lower rate is offered. Subject to this qualification, about 100 concerns have "fixed" rates of wages. In 37 concerns the wages offered depend upon the demand for and the supply of the particular type of labour required. In 14 other cases, personal efficiency and current rates are also taken into consideration. In 50 cases, the rates are neither "fixed" rates nor do they depend upon demand and supply. In most occupations in such concerns the wages paid to individuals vary widely due either to varying degrees of skill or to seniority of service. In most cases, however, skilled workers in the engineering industry are subjected to trade tests before they are employed.

Only one unit out of 221 concerns in the engineering industry in the Bombay Presidency which were covered by this census gave no information on this subject.

Allowances.

Unlike the textile industry in the Bombay Presidency, the general tendency in engineering concerns has been towards consolidation. In some cases, however, house rent allowances are paid to certain categories of workers in lieu of rent free quarters or housing is given at rents below economic value. These will be dealt with under "Housing" in the chapter on welfare. This section deals primarily with payments of wages which take the form of regular additions to what are known as basic rates. The term "basic" is variously interpreted as referring either to the pre-war year or to some date between 1914 and 1920.

With the exception of the three Government saw mills in the Kanara District, rates of wages in all Government (excluding railways) and local fund factories are consolidated rates. In the Government saw mills a "bad climate allowance" of Rs. 5 per month is paid to all monthly rated workers on Rs. 15 per month and over and those rated at less than Rs. 15 receive proportionate allowances.

Among railways, the Madras and Southern Mahratta Railway and the Barsi Light Railway have consolidated rates. On the G. I. P. and the B. B. & C. I. Railways, all whole-time workers whose monthly pay does not exceed Rs. 30 receive a grain compensation allowance which is dependant upon the price at which staple food grains are sold in the taluka or sub-division in which the worker concerned is employed. Both these railways have elaborate rules governing the conditions under which the allowance is admissible. Speaking broadly, the systems are as follows: On the G. I. P. Railway when the price of the staple is dearer than twelve seers but not dearer than ten seers a rupee workers whose pay exceeds Rs. 16 receive Rs. 2 and those whose pay is Rs. 5 or over but less than Rs. 16 receive Re. 1. When the pay is less than Rs. 5 per month the extra allowance may be increased at the discretion of the sanctioning authority so as to bring the aggregate to an amount not exceeding Rs. 6 per month. When the price of the staple is dearer than ten seers, the allowance may be raised to amounts not exceeding Rs. 3 and Rs. 1-8-0 respectively and the aggregate amount to be paid to those earning less than Rs. 5 per month may be raised to Rs. 6-8-0. Workers earning between Rs. 30 and Rs. 32 or Rs. 33 are paid the differences between their actual pay and these amounts varying according to the price of the staple. On the B. B. & C. I. Railway the normal rate of the staple is fixed at six seers per rupee.

Among privately owned concerns, only three large organisations still adhere to the system of "war allowances". One pays 20 per cent. over basic rates to daily rated workpeople. In the second, allowances which vary on a sliding scale according to pay are paid to all workers who had joined prior to 1st November 1927. For those who joined after this date, the rates are consolidated. The allowances in the former case are 25 per cent. for monthly earnings between Re. 1 and Rs. 75, 17½ per cent. between Rs. 76 and Rs. 125 and 10 per cent. between Rs. 126 to Rs. 200. Persons with salaries of Rs. 200 and over receive a house rent allowance of 10 per cent. The same company grants two to three annas per day for tram fare to all its workmen according to the localities in which they reside. The third company gives a dearness, or "house rent allowance" as it is called, of three annas per day for every working day to its workers in the retort plant and two annas per day to the rest. In all the remaining concerns covered by the census in the engineering industry, rates of wages are consolidated.

Bonuses.

There are three principal types of bonuses which are paid to industrial workers in the Bombay Presidency: (1) for good attendance; (2) for good or efficient work; and (3) as ex-gratia payments on some festive occasion, such as Diwali or as an annual payment dependant upon profits. None of the three types of bonuses, however, is to be found as a general feature in the engineering industry although a few individual concerns do pay bonuses of each type.

As far as bonuses for good attendance are concerned, the Bombay Gas Company give 14 days' pay to all workmen who put in 265 days'

work in any year from January to December. Another large concern in Bombay pays a bonus of 2 per cent. of earnings to all workers who put in a full month. On the Madras and Southern Mahratta Railway all coolies on ten and eleven annas a day receive twelve annas a day if they are present throughout the month.

As regards efficiency bonuses, the Madras and Southern Mahratta Railway have introduced the Halsey Weir Bonus System for a few jobs in their loco and carriage workshop at Hubli. The Ammunition Factory at Kirkee grants "collective bonuses on production" to certain groups of workers. One large plant in Bombay City has introduced the Bedaux Point System of payment and another gives an efficiency bonus of two annas per day per head for good work to furnacemen.

The Bombay Electric Supply and Tramways Company Ltd., grants every year to all its employees a varying bonus, dependant upon profits, at the discretion of the Board of Directors. In the Bombay Telephone Company all employees on monthly rates of pay receive an annual bonus of one month's pay without any conditions. The workers of the three Tata Electric Power Generating Stations at Bhivpuri, Bhira and Khopoli sometimes receive an annual bonus of one-twelfth of their yearly income. The West End Watch Company also grant an annual bonus but this is dependant upon profits. Among Government, railway and local fund concerns annual bonuses are only paid in the three Government saw mills in the Kanara District. The payment of the bonus each year depends upon the profits made during the previous year and the maximum amount payable is six months' pay for chargemen and one month's pay for all other labour. Eight privately owned concerns grant small bonuses varying from Re. 1 to Rs. 10 per head as "bohni" at Diwali (Hindu New Year) and two firms give some of their workers "discretionary" bonuses occasionally.

Overtime.

The term "overtime", in general parlance, is applied to all extra time put in by a worker outside his normal specified daily hours of work. In England where there is no statutory regulation of hours of work, all time put in by a worker outside his daily specified hours of work is remunerated at higher rates, which vary according to whether the overtime was worked immediately prior to normal starting, during the luncheon hour, immediately after closing, during the late evening, at night, in the early morning or on a Saturday afternoon, a Sunday or a holiday. For work during certain hours and on holidays overtime rates in some cases are higher than double ordinary normal rates. An example would help to make the position clearer: John Smith's hours of work are 8 a.m. to noon and 1 p.m. to 5-30 p.m. on Mondays to Fridays and 7-30 a.m. to 1 p.m. on Saturdays. All time within these specified hours would be ordinary time; all time put in outside these hours would be overtime. That is to say, if John Smith worked two hours extra on Wednesday, he would receive overtime pay for those hours and it would make no

difference if he was absent on Thursday or even for the rest of the week. There is no question of working a specified number of hours in a week before overtime is paid for extra hours on any one day in the week.

In India, the Indian Factories Act, 1911, as modified by several Amending Acts, which was in force during the period covered by the general wage census, required that where any worker or groups of workers were exempted from the operation of the statutory limitation of a sixty-hour week, such worker or workers as were employed for more than sixty hours in any week should be paid, in respect of the overtime, at a rate which should not be less than one and a quarter times the rate at which he or they were normally paid. Special registers were required to be maintained for all overtime worked in every week beyond the statutory limit of 60 hours by persons in exempted occupations. No overtime work was admissible in respect of persons employed in non-exempted occupations in factories which worked a six-day week of ten hours each ; and, from the legal point of view, there would be no overtime at all for such persons ; and as a natural corollary there would be no legal overtime for persons employed in non-exempted occupations in factories working a 48, 54, 57 or any other shorter week than a 60-hour week. No special overtime records were, therefore, required to be maintained in respect of the extra time put in by such persons.

In England, "overtime" is clearly defined in joint agreements and special overtime rates are laid down for extra work during periods outside normal specified hours of work. There are no such joint agreements applicable to industries as a whole in this country and consequently employers have the advantage over their workpeople in this matter. The legal requirement that an "exempted" worker must be paid at a rate not less than a time and a quarter in respect of overtime worked beyond the statutory sixty hours in any one week is of course strictly adhered to. His Majesty's Mint in Bombay pays a time and a half for overtime in the silver refinery department and five other concerns in Bombay City also pay a time and a half in respect of such overtime. One or two concerns pay a time and a half for all overtime worked before midnight and double time after. One or two pay a time and a half on holidays. But in all these cases, the term "overtime" has reference to its legal interpretation according to the Indian Factories Act, 1911, as applying to the time worked by persons in exempted occupations beyond the 60-hour weekly limit.

Overtime Pay rarely given.

As regards overtime in the sense of the time put in outside specified *daily* hours, the new Factories Act, 1934, which came into operation with effect from the 1st January 1935 requires that where a worker in a factory other than a seasonal factory works for more than ten hours in any one day he shall be entitled in respect of the overtime worked to pay at the rate of one-and-a-half times his ordinary rate of pay. The new weekly limitations of hours of work are 60 in seasonal factories, 56 in continuous process factories and 54 in all other factories. The Factories Act, 1934

requires that the overtime rate for hours in excess of the statutory weekly hours shall be a time-and-a-quarter for hours in excess of 54 and a-time-and-a-half for hours in excess of 60. These provisions, however, only apply to persons in exempted occupations and although the new Act improves the position of the "exempted" worker, the position of the non-exempted workers in factories working less hours than the weekly statutory hours has remained unchanged except when they are called upon to work for more than ten hours in any one day.

Reverting to the position of non-exempted workers during the census period, very few concerns indeed paid enhanced overtime rates for extra time beyond normal daily hours. In many cases workers are called upon to put in compensatory time for time lost owing to late attendance or absence and in others workers who put in overtime are asked to take compensatory time off during specified working hours on the day following that on which overtime was worked. These methods mean that the same rate is given for both normal and overtime work. As a matter of fact many concerns reported that no extra rate was given unless the statutory weekly hours were exceeded and in a few cases no additional remuneration was even paid for overtime worked.

On the G. I. P. Railway all workers are on monthly rates for a month of 208 hours. All hours worked including overtime hours are credited to normal hours' accounts and what a man loses in absence he makes up in overtime. No special overtime rates are paid unless an exempted worker exceeds the statutory weekly hours. On the B. B. & C. I. Railway daily rates of pay obtain for workmen but overtime is paid only when the total normal monthly hours are exceeded. The Madras and Southern Mahratta Railway, however, pay a-time-and-a-quarter for hours worked in excess of normal daily hours but it is not clear whether they do so for overtime hours outside specified hours. In one large privately owned concern in Bombay the monthly hours on the basis of which overtime is reckoned are 240 (30×8)!

Persons employed in occupations which are exempted by Government from the operation of the statutory daily and weekly limits of working hours are almost universally called upon to work overtime in all factories which enjoy exemption. No satisfactory statistics are, however, available with regard to overtime work in its ordinary sense because the majority of the concerns which supplied information on this subject confused legal overtime with ordinary overtime and *vice versa*. Concerns which called upon workers to put in compensatory time reported that no overtime was worked. Figures were asked for in the Questionnaire for the totals of the number of persons who were called upon to work overtime during the census month and the actual overtime hours worked. The majority of concerns which supplied information (many did not) only gave figures for legal overtime. Others combined both ordinary and legal overtime. The G. I. P. Railway could not give any figures for ordinary overtime because both normal and ordinary overtime hours are credited to normal hours' accounts. The figures furnished were

quite dissimilar in character and this together with the fact that many concerns did not or could not supply the requisite figures was responsible for the decision to make no attempt at giving detailed satistics regarding the number of concerns following different methods but to confine comments on this subject to broad generalisations.

Pay Periods.

The English calendar month is the period of wage payment in 196 or nearly 89 per cent. of the 221 engineering factories in the Bombay Presidency. Three concerns adopt the Hindu calendar month, five pay wages bi-monthly, four weekly and two daily. In one factory there is no fixed wage period and the workers receive their pay whenever they require it. One concern gave no information on the subject. The remaining nine concerns have different pay periods for different groups of workers. In three of these concerns wages are paid both monthly and weekly, in two each monthly and bi-monthly and monthly and daily and in one monthly, bi-monthly and weekly. In all these eight cases the English calendar month is adopted. In the last case wages are paid partly according to the English and partly according to the Hindu calendar month. Analysed by numbers employed, the figures are as follows :—

Pay period.	Number of workers.	Percentage to total.
English calendar month	46,761	96·9
Hindu calendar month	197	0·4
Bi-monthly	572	1·2
Week	624	1·3
Day	48	0·2
No information	69	
Total ..	48,271	100·0

Waiting Periods.

The term " waiting period " means the length of time elapsing between the end of a pay period and the date of payment. Out of the 46,958 monthly paid workers, 4,850 or about ten per cent. receive their wages within five days of the end of the month whilst 22,614 or 48 per cent. receive them within six to ten days. The remaining 19,494 workers have to wait for longer periods. Workers who are paid bi-monthly generally receive their wages within five days of the end of the pay

period; and weekly paid workers are paid either on the last day of the week or on the next working day. The following table sets out the complete statistics on the subject for the engineering industry :—

Number of days between end of pay-period and payment.	Number of units.	Number of workers.	Percentages.
Where wages are paid monthly.			
Last day or next working day ..	18 and 9 partly	1,567	3·3
Second working day to 5 days ..	21 and 3 ,,	3,283	7·0
Six to 10 days ..	61 and 6 ,,	22,614	48·1
11 to 15 days ..	50 and 5 ,,	13,040	27·8
16 to 20 ,, ..	18 and 1 ,,	4,680	10·0
21 to 25 ,, ..	11	1,031	2·2
26 to 30 ,, ..	11	644	1·4
Over 30 days ..	3	99	0·2
Total ..		46,958	100·0
Where wages are paid bi-monthly.			
Last day or next working day ..	1 partly	22	3·9
Second working day to 5 days ..	1 and 2 partly	353	61·7
Six to 10 days ..	4	197	34·4
Total ..		572	100·0
Where wages are paid weekly.			
Last day or next working day ..	4 and 4 partly	624	..
Where wages are paid daily.			
Last day or next working day ..	2 and 2 partly	48	..
Information not correctly furnished		69	..
Grand Total ..		48,271	..

ADVANCES.

None of the railways operating within the territory of the Bombay Presidency proper grant any advances to their workmen against earned or due wages; but in all cases those workers who are members of co-operative societies or who subscribe to provident funds are entitled to loans at nominal interest from the societies or from their own

contributions to provident fund accounts. Fuller information regarding co-operative credit societies, provident funds and loans (as distinct from advances) in the engineering industry will be found in later sections of this chapter.

Among non-railway factories owned or conducted by Government or local bodies, His Majesty's Mint grants small advances before certain festivals and the Government Central Store and Workshop at Dapuri gives advances against earned wages. No advances against wages as such are granted by any other Government or local fund factories in the Presidency.

Seven concerns grant advances for special reasons or in genuine cases of need and four others give them " occasionally " or " on rare occasions ". One hundred and twenty concerns (including Government and Railway factories) do not grant advances of any kind. Of the remaining eighty-four concerns which grant advances against earned wages, the majority do so only if advances are required by their workmen and only a few concerns do so as a matter of regular custom. Of the latter, four small factories in the districts grant advances every Sunday or on bazaar day, one grants them on the 10th and the 25th of every month and one on the 25th of every month. Out of the 221 factories in the engineering industry in the Bombay Presidency which supplied information on this subject, only one concern charges interest which is at the rate of 4 per cent. per annum on advances granted against due wages.

Methods of Wage Calculation.

The methods adopted in calculating earnings, especially from monthly rates of pay, are of an exceedingly complex character. No particular difficulty is to be found in cases where time rates are hourly rates ; for whatever the pay period, a worker gets his pay for the total number of hours he puts in. Next in order comes the daily rate. Here also no special difficulty is experienced in cases where the daily hours are the same for all the days in the week, as all daily-rated workers receive pay for the actual number of days put in. Difficulties in connection with daily-rated workmen arise, however, when a short Saturday is worked.

In His Majesty's Indian Naval Dockyard and in the Bombay Port Trust the short Saturday counts as a full day for purposes of pay but no worker is allowed to work on a Saturday unless he has worked, in the case of the Dockyard, on the preceding Friday and, in the Port Trust on both the preceding Thursday and Friday. Exemption from the operation of this rule is, however, permitted in the Port Trust in cases where casual leave for the Thursday or Friday or both has been previously granted. In His Majesty's Mint and in the Mazagon Dock full daily rates are paid for short Saturdays. In cases where the hours on the Saturday are exactly half those on week days, Saturdays count as half-days. In some cases, proportionate pay is given for the shorter hours worked. There is no difficulty about the short Saturday on the G. I. P. Railway as all rates are based on a month of 208 hours and

payments are made *pro rata*. On the B. B. & C. I. Railway and in the Burmah Shell Corporation, where daily rates of pay obtain, all hours worked during the month, including those on short Saturdays are totalled and are divided by eight which gives the number of days paid for. The Socony Vacuum Corporation bases its daily rate on an average 8-hour day and pays a whole day's wage for the short Saturday ; but, if a worker is absent on a Saturday he loses his extra half hour per day worked on the five 8½ hour days from Mondays to Fridays, i.e. he loses a whole day's pay for the Saturday's absence ; and if he is absent for two or more days during the week without permission he only receives pay for 5½ hours worked on a Saturday instead of a full day's pay. No other concern working a short Saturday in the Bombay Presidency furnished information on the manner in which wages for the short Saturday were computed. Full details regarding the numbers of concerns adopting the short Saturday will be found in the chapter on " Hours of Work and Leave ".

Out of the 221 " engineering " concerns covered by the census in the Bombay Presidency, seven have adopted the hourly rate system of payment and 85 the daily rate system. Two concerns have " weekly rates *pro rata* 48 hours" and two others have " daily rates on the basis of the average of weekly hours ". In almost all these concerns, however, there are several categories of persons, mainly in supervisory and clerical posts and in the power generating, maintenance and watch and ward departments who are paid on monthly rates. Considered by individual units there is no clear dividing line between those on monthly and those on daily rates and certain classes of workpeople who may be on daily rates in one concern may be on monthly rates in another. Five concerns submitted no information on this subject. In all the remaining concerns monthly rates of pay obtain for the whole establishment, but the methods adopted in calculating earnings for the staff and for the workpeople vary. Speaking generally, persons on the staff side receive full pay without any deductions for holidays or temporary absences, which are considered as casual leave with pay. As far as the workpeople are concerned, various methods are followed for calculating earnings from monthly rates of pay.

An equitable method appears to be one where the monthly rate is divided by the number of working days in the month and multiplied by the number of days actually worked. For example, in the case of a monthly rate of Rs. 45, the earnings accruing to a worker on this rate who puts in 23 out of a possible 27 working days in any particular month would be Rs. $\frac{23\times45}{27}$. This method is popularly known as " calculation on the basis of working days " and 29 engineering concerns in the Bombay Presidency follow it. A difficulty however arises in the application of the term " working day " to the day or days, apart from the regular weekly holidays, when a concern may remain closed owing to a breakdown of plant, a strike, short time working, etc. In such cases, all days apart from the " fixed " holidays are considered as working days. For example, a concern, A. B. Foundry, has notified five holidays

(for four Sundays and for Empire Day) for the month of May. It starts a four-day week with effect from the 1st of May involving closure of the plant for nine more days in the month. The " working days " for purposes of calculation of earnings would be 26 and not 17 and a worker who has put in 15 out of the 17 actual working days would receive fifteen twenty-sixth's of his monthly rate. Many concerns which follow the " working days " method, describe the monthly rate as " so many rupees per working days " instead of "'so many rupees per month ".

Concerns which grant leave with pay for varying periods to certain categories of staff and workers either debit casual absence to leave accounts or maintain such accounts intact for purposes of prolonged leave and cut pay for temporary absences *pro rata*. In most cases, however, the former alternative is adopted and in all such cases earnings are calculated on the basis of the number of days in the month, including the weekly holidays. This method of calculation entails no particular hardship on the worker unless conditions are attached to pay for the Sundays being earned. The majority of Government, railway and local fund factories calculate earnings of monthly rated workers on the basis of all the days in the month but no pay is deducted for Sundays in cases where temporary absences are debited to privilege, or casual leave with pay, accounts.

Pay for Sundays.

Under the Indan Factories Act no person is allowed to be employed in any factory on a Sunday unless he has had a holiday for a whole day on any of the three days preceding a Sunday or on any one of the three days succeeding a Sunday. Substitution of any other day for a Sunday is permitted ; and exemptions, except in the case of children, are granted under certain conditions. These provisions, in short, are intended to ensure one day's rest in every week for all non-exempted factory workers. In view of these provisions there can, technically, be no pay for Sundays or other substituted holidays. Nearly 100 employers in " engineering " concerns, however, calculate the earnings of their monthly rated workers on the basis of all the days in the month including Sundays and the majority of these lay down conditions which are tantamount to a conversion of that part of a worker's legitimate monthly rate which is represented as pay for Sundays into good attendance bonuses to be paid according to whether the worker attends on a preceding Saturday or on a following Monday or on both, or according to whether a worker attends on all the days in the week or on a certain number of days in the month. In 33 concerns including the Arsenal Workshop at Kirkee and the three Government saw mills in the Kanara District a worker loses his pay for a Sunday if he is absent on the preceding Saturday or on the following Monday or on both. In a few of these concerns, however, pay for the Sunday is allowed if a worker produces a medical certificate showing that he was ill on the Saturday or Monday as the case may be. One concern allows pay for one Sunday if a worker puts in 15 days in the month and for two Sundays

if he puts in more than 15 days. Another grants half pay for Sundays if attendance has been regular throughout the week. Two others give pay for one and two Sundays respectively only if workers have put in a full month. Ten concerns calculate earnings from monthly rates on the basis of *all* the days in the month but give no pay for Sundays! A worker in such cases is told that his pay is X rupees a month; whereas, as a matter of fact, it is only X *less* 4/30 or 4/31 or 5/31 etc. (the fraction varying according to the number of holidays and days in a month). One concern cuts pay for one Sunday for every two days' absence. In another the monthly rate was based on a month of 300 (30×10) hours and payment is made *pro rata* the number of hours worked.

In most cases where wages are paid bi-monthly, fortnightly or weekly, daily rates of pay obtain; and, as no short Saturdays are worked, there are no particular difficulties attached to the calculation of earnings in such cases.

Unauthorised Absence.

The subject-matter of this section has already been covered to some extent in the preceding section which describes the methods adopted by different engineering concerns in making deductions in respect of absences from work. The present section specifically outlines the additional measures which are taken for dealing with absence without leave.

Except on the M. & S. M. Railway, there is no uniformity in the procedure adopted for dealing with unauthorised absence; and although, in certain cases, broad principles are laid down by certain administrations, the matter is largely left to the discretion of the heads of the establishments concerned. On the M. & S. M. Railway workers who remain absent without leave for 10 to 13 days in a year are warned and those absent for 14 to 17 days are cautioned. Absence for 18 to 21 days and 22 to 25 days involves suspension for one and two days respectively. Workers who remain absent without leave for 26 to 29 days are placed on reduced pay for three months, without prejudice to subsequent promotion, whilst those who lose 30 to 33 days are definitely reduced to lower grades. Those who are absent for more than 33 days are reported for consideration regarding retention of services. On the G. I. P. Railway each case is dealt with on its merits. In certain establishments of this railway, workers who are absent up to four days in a month are cautioned. In others, a warning is given for a first offence and a fine is inflicted for the second. For the third and subsequent offences the worker is reported to the local District Traffic Superintendent and the punishments are suspension, reduction in scale and dismissal.

In His Majesty's Indian Naval Dockyard and in the Government Arsenal Workshop at Kirkee absence for six consecutive days without the production of a medical certificate involves dismissal; and in His Majesty's Mint absence without leave involves forfeiture of casual leave and dismissal in cases where the absence is not condoned. In the Bombay Port Trust a worker who remains absent for a week or more

is assumed to have deserted his post and the vacancy is filled. In one large public utility company time-cards are forfeited for absence of more than two days and are re-issued only if a satisfactory explanation is offered. In the Tata Electricity Generating Stations, unauthorised absence is converted into leave with pay if sufficient cause is shown.

Among privately owned concerns, 120 units merely cut pay for unauthorised absence in the same way as they do for absence with permission, although dismissal as an extreme punishment is inflicted in cases where warnings have failed to have the desired effect. In certain cases fines and suspensions are also resorted to. In three cases the *double khadda* rule whereby a worker loses two days' pay for each day's absence obtains. In two cases including the Government Central Store and Workshop at Dapuri, a fine of a half day's wage is imposed for each day of absence without leave; and in the Government Ammunition Factory a fine of quarter day's pay for each day of absence is inflicted. The " double khadda " rule operates in a modified form in all cases where a worker loses his hypothetical pay for a Sunday if he remains absent on the preceding Saturday or on the following Monday or on both these days.

Late Attendance.

Regularity of attendance and punctuality are matters of considerable importance in industries, such as the engineering, where temporary substitution in the place of casual absentees is difficult owing to the individual and highly skilled character of much of the work to be done. Stringent rules have, therefore, been framed in the majority of engineering concerns for enforcing both regularity and punctuality. The measures adopted for reducing unauthorised absence have been detailed in the preceding section. The present section attempts a description of the methods employed for reducing the extent of late attendance—a somewhat difficult task, owing to the very varied character of the different systems which are in operation.

It would not be incorrect to say that a fine is almost always associated with the deductions made for the time lost as a result of lateness. It may take the form of a monetary penalty in addition to the *pro rata* cut for lost time or it may be covered in the amount of lost time debited against the worker concerned. In concerns which do not shut out a late comer, after a few minutes' grace, for the whole day or till after the noon recess, the general tendency is to debit the worker with varying amounts of time up to double time and even more for varying periods of lateness. For example, in His Majesty's Indian Naval Dockyard absence up to a quarter of an hour involves the loss of one-sixteenth, up to half an hour one-eighth, up to an hour a quarter and up to two hours three-eighth's of a day's pay. In His Majesty's Mint a quarter day is cut for lateness up to fifteen minutes, after which a worker is not admitted. In the Arsenal Workshop at Kirkee a worker loses an hour's pay for lateness up to ten minutes, after which he is shut out and in the Ammunition Factory an hour is cut for late attendance up to half an hour.

On railways different methods obtain even in the case of units under the same administration. For example, in the Parel and Matunga workshops of the G. I. P. Railway the gates are reopened for ten minutes, five minutes after start of work. All workers who then enter the gates lose fifteen minutes. Once the gates are closed no entry is permitted till after the recess. Nor is entry permitted after the second whistle in the afternoon. In some other workshops and running sheds of this Railway, entry is permitted up to half an hour after start of work or commencement of a new shift and a half hour is cut. In some shops half an hour is cut for lateness of five to fifteen minutes and an hour for fifteen to thirty minutes. A few G. I. P. Railway concerns and some Government factories reported that no lateness is permitted and that late comers are shut out altogether. On the B. B. & C. I. Railway, certain factories cut one hour for lateness of five to fifteen minutes and in others a warning only is given in addition to a *pro rata* cut. The Bombay Port Trust cuts up to a half day's pay for lateness of more than ten minutes, which is the period of grace allowed. All other Government, railway and public body workshops and larger factories follow one or other of the methods described with variations in the amounts of time debited.

Among the smaller concerns, many of which find replacement of skilled workers difficult, late attendance is often ignored and 23 units reported that lateness was condoned after a warning had been given. In seven privately owned concerns double time is cut. Eighty units reported that lateness was either cut *pro rata* or in half hours. One concern stated that lateness was cut at the same rate as that paid for overtime.

Disciplinary Rules.

Workers in all Government, railway and municipal workshops and in the factories owned and conducted by public bodies and public utility companies are subject to the general conduct rules or standing orders drawn up by each administration for all its employees. The Government Servants Conduct Rules and/or the Civil Services Classification, Control and Appeal Rules apply to all workpeople in Government and G. I. P. Railway factories. These rules, *inter alia*, prevent Government servants, under pain of dismissal, from receiving bribes, neglecting duty or engaging in speculative investment; and control and restrict their actions in matters such as receiving gifts, engaging in private trade or employment, holding, acquiring, buying or selling immoveable property, lending and borrowing, and participating in political activities. The various penalties which may be inflicted on a Government servant for offences against any of the general rules are (1) censure; (2) fine; (3) withholding of increments or promotion; (4) reduction to a lower post or to a lower stage in a time-scale; (5) recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders by the Government servant concerned; (6) suspension; (7) removal from service, permitting future employment; and (8) dismissal, disqualifying from future employment under Government. The general rules of municipalities, company owned railways and public

bodies bear a strong resemblance to the Government Servants Conduct Rules but are perhaps not so rigid.

In addition to the general rules almost every factory referred to in the preceding paragraph has its own special rules for the maintenance of internal discipline. Among other things, these rules prescribe periods and hours of work and lay down scales of fines for bad work, unauthorised absence, late attendance, smoking on the premises of the factory and for disobeying disciplinary orders. They also specify the offences for which the punishments of suspension and dismissal may be imposed, and provide for recoveries in respect of injury or damage to and loss of tools, stores, etc., caused by a workman's negligence or carelessness. Certain sets of rules stipulate the period of the notice which must be given by either side prior to termination of employment. In some cases, e.g., in G. I. P. Railway factories, service agreements entered into between the administration and workers who have completed three years' service contain a stipulation for one month's notice on either side. No notice is required for termination of employment in cases where less than three years have been put in. Rules regarding notice are, however, observed mainly by the employer and the only penalty which is generally inflicted on the workman who quits work without notice is that he has to wait for payment of his dues until pay day. An employer who terminates employment without notice generally gives pay for the period of the notice and in both this case and the one where a worker is dismissed, payment of due wages is made at once.

Among privately owned concerns comparatively few units have framed conduct rules for the guidance of their workpeople and discipline is enforced by verbal orders and the force of custom. The standing orders and conduct rules in concerns which have them vary widely. Some are simple, a few are very similar to the departmental orders in Government and railway factories and some are exceedingly stringent. In the last group dismissal with forfeiture of all due wages is the penalty for enticing, inducing or intimidating workers to cease work and for failure to give due notice before terminating employment. The period of notice required is generally one month in the case of permanent hands. No notice is to be given to, or is required, from temporary daily rated men.

In most cases where conduct rules obtain the orders are printed in English and in one or two of the vernacular languages most commonly spoken in the district concerned and are generally posted in the time-keeper's office. In Government, railway and municipal factories, the rules are personally explained and read to all workers on first appointment; and, in certain cases, signatures or thumb marks are taken in special registers as evidence of their knowledge. In certain cases some of the important rules are printed on the reverse of the time cards which are given to all workers and which are required to be presented daily for recording time worked.

The measures taken to deal with unauthorised absence and late attendance have already been dealt with in the two preceding sections of this chapter.

Extent of Fining.

Out of 221 " engineering " concerns in the Bombay Presidency proper, 127 or over 57 per cent. reported that they do not resort to fining. The number of workpeople in these 127 concerns is 13,678 or 28·34 per cent. of the total number employed in the industry. Ninety-four concerns (including all Government, railway, municipal and public body and public utility factories) employing 34,593 workers or 71·66 per cent. of the total number employed inflict fines on their workpeople. The incidence of the fining in most factories is, however, of a very nominal character and the statistics collected on the subject show that in May 1934 fines amounting to Rs. 405-9-1 were inflicted in 826 cases which gives an average of seven annas and ten pies per instance.

With the exception of one unit in Ahmedabad, no concern in the engineering industry hands over material damaged in the process of manufacture to the workman concerned deducting its cost from his wages.

Two matters which have a close bearing on the subject of " extent of fining " are (1) limits to fining ; and (2) the manner in which fines are utilised. Limits to fining may be of two main types ; (1) a limit to the amount of fine which may be imposed at any one time for any single offence ; and (2) a limit to the aggregate amount of fines which may be imposed on any particular individual in any particular pay period. Each type has variations. In the former case the limit may either be in relation to pay, e.g., one or two days pay ; or a fixed amount of say eight annas, one rupee, five rupees, etc. In the latter case aggregate fines may be limited to fixed amounts irrespective of pay and expressed either as so many days pay or so many rupees or may be related to the amount of pay and expressed as a percentage of the aggregate earnings for any particular pay period.

In several of the concerns which have framed conduct rules, for the guidance of their workpeople, the orders relating to fining lay down the scales of fines which will be imposed for first, second or subsequent offences of the same character. In others maximum limits to individual fines obtain. For example, the limit per instance in the case of His Majesty's Mint is a quarter to one day's pay or forfeiture of casual leave for one day. In the Ammunition Factory at Kirkee, foremen are empowered to inflict individual fines up to one day's pay and officers up to two day's pay.

As far as aggregate fines are concerned very few engineering concerns, outside railway workshops appear to have made any attempt to limit them ; but nearly 15 units reported that fines when inflicted were of a nominal character. The M. & S. M. Railway Company have imposed general limits of five per cent. of earnings for monthly rated and two days' pay for daily rated staffs ; but these limits can, however, be exceeded by previous sanction from the head of the department concerned. The B. B. & C. I. Railway limit aggregate fines to ten per cent. of earnings ;

and the G. I. P. Railway has a limit of 20 per cent. for both fines and debits and ten per cent. for fines alone. The Arsenal Workshop at Kirkee limits fining to half an anna in the rupee of monthly earnings but no other Government factory in the Bombay Presidency reported that any limits had been laid down to aggregate fines. The limit in one large public utility company is 15 days pay and another large motor workshop has a limit of Rs. 2 irrespective of pay. Other variations are as follows : five per cent. 3 concerns ; two per cent. one concern ; Rs. 5 one concern ; Re. 1 one concern ; eight annas, one concern ; and, one day's pay, three concerns. All the remaining concerns which resort to fining have no limits in respect of aggregate fines.

Disposal of Fines.

As far as the question of disposal of fines is concerned all fines inflicted on railway and municipal servants and on workmen in factories owned by public bodies and public utility companies are credited to the general fines fund of the administration owning the factory concerned and are utilised for the benefit of all the persons employed by that administration. With the exception of the Ammunition Factory at Kirkee, where fines go to a fund which is utilised for payment of discretionary retirement gratuities, all fines in Government non-railway factories are appropriated by Government automatically owing to the amount of the pay representing fines not being drawn in the pay bills from the Treasury. The uses to which fines funds are put vary widely. On the G. I. P., the M. & S. M., and the Barsi Light Railways all fines go to Central Staff Benefit Funds from which donations are made to Railway Schools and sports clubs and institutes, for sickness and maternity benefit schemes and for relief of distress. Subject to the general supervision of the Agent of the Railway all expenditure from the G. I. P. Railway Staff Benefit Fund is authorised by a committee of five persons of whom four are elected by the staff and one is nominated by the Agent. The Central General Fines Fund of the B. B. & C. I. Railway is administered by the Agent and it is utilised for the benefit of the staff in general. The Bombay Municipality's Fines Fund is utilised partly for welfare work and partly for the electric lighting of workmen's chawls. The fines fund of the Bombay Port Trust is used for general welfare work. The Bombay Electric Supply and Tramways Company credit fines to a welfare fund from which small repayable loans are granted to necessitous employees and compassionate donations are given to poor passengers and pedestrians who are injured in tramway accidents. The Burma Shell Corporation utilises fines for granting loans to workers free of interest. The Wolverhampton Works credits them to an unclaimed wages account which is used for grants to widows of deceased workmen. One large motor repair workshop spends all fines collected during a year for the purchase of sweets which are distributed among all its workmen on Dussera Day. A large saw mill in Bombay City utilises all fines for payment of efficiency bonuses. In all other cases fines are appropriated and they go towards the reduction of the wages bill.

Superannuation Benefits and Financial Aid.

The engineering industry is far in advance of other industries in the Bombay Presidency in the provision which it makes for superannuation benefits and financial aid for its workpeople. Superannuation benefit schemes may be divided into two main types: (1) contributory and non-contributory provident funds; and (2) pensions and retirement gratuities. Provident funds are contributory when both the employed person and the employer subscribe to them. They are non-contributory when the employed persons alone subscribe to them. In cases where large bodies of Government servants are brought under the operation of contributory schemes, special funds, such as the State Railways Provident Fund and the Indian Ordnance Factories Workmen's Provident Fund, which are governed by special rules are formed. Whilst it may be compulsory for certain categories of workers employed in concerns having contributory provident funds to subscribe to such funds, non-contributory schemes are optional.

The term "pension" applies to a periodical recurring payment made to a worker, after his retirement, generally until his death. A "retirement gratuity", on the other hand, is a lump sum payment made once for all to a worker when he leaves the factory where he is employed for good. Whereas certain categories of workers are entitled to join contributory provident funds and at the same time to receive gratuities on retirement, no groups of workers are entitled to both gratuities and pensions or to the benefits of both contributory provident fund schemes and pensions.

Every worker subscribing to a provident fund has the right, on relinquishing his post, to withdraw that part of the total amount standing at the credit of his account which represents his own subscriptions to the fund and the interest thereon. A worker, however, has no right to that part of the provident fund account which represents the employer's contributions and the interest thereon or to a gratuity or pension unless he puts in a qualifying period of service. Almost all the units which have provident funds have gratuity or pension schemes as well, and several other large firms grant discretionary gratuities or pensions, on retirement, to workers who have put in long and approved service. In addition to retirement gratuities, invalid and compassionate gratuities are also paid in several cases.

Provident Funds.

Financial aid, apart from the advances which are sometimes given during particular pay-periods against earned wages, takes the form of loans from provident fund accounts, co-operative credit societies and special staff benefit funds. There are no State schemes in India for unemployment or health insurance and, as far as is known, no unit in the engineering industry in the Bombay Presidency proper has formulated any special scheme for insuring its workpeople either against sickness or unemployment.

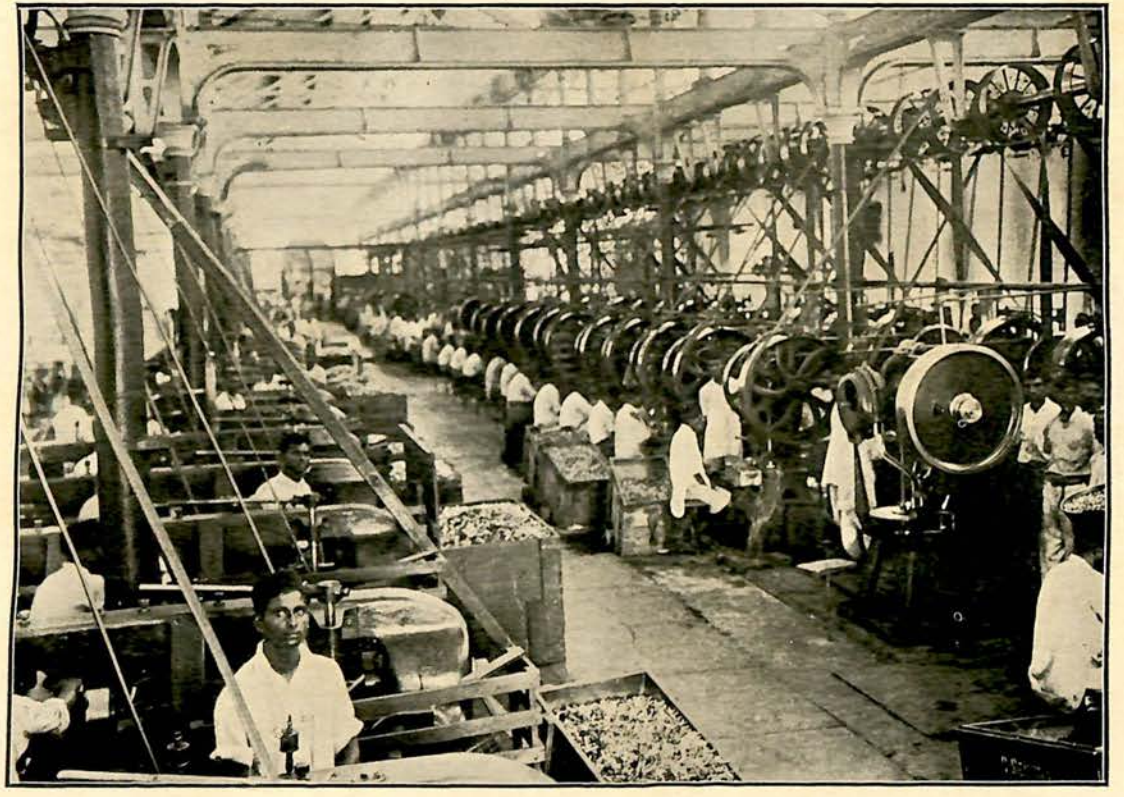
The majority of the workpeople in all railway workshops and running sheds which are classed as "factories" for the purposes of the Indian

Factories Act are covered by contributory provident fund schemes—in the case of the G. I. P. Railway by the State Railways Provident Fund ; and, in the case of other railways by their own funds which, in the main, are similar to that obtaining on State Railways. Whereas it is obligatory for most categories of permanent non-workshop railway staffs with monthly pay over specified limits to join the provident fund, workshop employees with monthly and daily rates over specified limits are permitted to exercise an option. Once the option to join has been exercised no withdrawal is permitted. Menials such as hamals, sweepers, dhobis, watermen, coolies and porters are generally not permitted to join Government and railway funds.

No definite policy appears to have been laid down with regard to workmen joining provident fund schemes in Government factories and each unit appears to be covered by its own specific orders although it would appear that permanent monthly rated workers are generally permitted to join. As far as factories under the administrative control of the Government of India are concerned, the workers in the Government Ammunition Factory at Kirkee are covered by an optional contributory scheme worked under the Indian Ordnance Factories Workmen's Provident Fund Rules ; whereas only clerical and a few permanent monthly paid workers in His Majesty's Indian Naval Dockyard and only clerical workers in His Majesty's Mint are permitted to join the optional non-contributory section of the Government General Provident Fund. In engineering factories under the control of the Government of Bombay, permanent monthly paid workers in the Poona Water Works and in the Agricultural Engineer's workshop are given the option to join but a similar concession does not appear to have been extended to the workers in the three Government Saw Mills in the Kanara District and in the Government Central Store and Workshop at Dapuri where only the works manager is permitted to join the fund.

Compulsory contributory schemes are provided for all permanent workmen in the factories owned by public bodies such as the Port Trust ; whilst both optional and compulsory contributory and non-contributory schemes obtain for permanent workmen in municipal factories. Public utility companies such as the Bombay Gas Company, the Bombay Electric Supply and Tramways Company, the Ahmedabad Electric Supply Company, the Tata electricity generating and distributing plants and the Bombay Telephone Company all provide contributory schemes for the majority of their workmen. The Bombay Electric Supply and Tramways scheme alone is a compulsory one. Among the remaining engineering factories in the Bombay Presidency, several concerns have provided contributory schemes for their superior and clerical staffs but only three big firms—the Burma Shell Corporation, Messrs. McKenzies Limited and Messrs. John Roberts and Company have extended such schemes to their workmen.

Out of 221 units employing 48,271 workers in the engineering industry in the Bombay Presidency, 71 units employing 33,092 or 68 per cent. of the total number employed have provident fund schemes for the benefit



CARTRIDGE CASE MAKING—A SEMI MASS PRODUCTION PROCESS—AMMUNITION FACTORY AT KIRKEE

[*To face page* 42

of certain categories of their workmen; but no figures showing the numbers either of those permitted to subscribe to such funds or those who actually do so are available.

The different sets of rules for the various schemes in operation vary widely and it is obviously neither possible nor necessary to deal with them in a report dealing primarily with wages.

The most usual amount of deduction from pay is 1/12 of the monthly salary, but the amount contributed by employers varies from 50 per cent. to 100 per cent. of the amount put in by the employee. The rate of interest may be fixed, or fluctuate with the rate at which Government or the employer borrows money.

The percentage contribution sometimes depends on the rate of pay or the grade of the employee, while the employers' contribution usually becomes payable only after the worker has put in a certain number of years service—a period which shows considerable variations.

All provident fund rules make provision for loans to subscribers from the balances standing at the credit of their accounts in respect of their own subscriptions; and for the compulsory repayment of these loans. All provident funds other than the Government fund or the funds of municipalities and public bodies are controlled by boards of trustees but in no case was a workman reported as being associated with the trusteeship or management of a fund.

Pensions and Retirement Gratuities.

It has already been pointed out in the prefatory note to this section that no groups of workers in any industry are entitled to both pensions and (1) gratuities, or (2) benefits of contributory provident fund schemes. In the majority of the concerns in the engineering industry which have contributory provident fund schemes, however, the workers are entitled both to gratuities and to the benefits of contributory provident funds. Except in the case of the G.I.P. Railway, where gratuities obtain to the exclusion of pensions, all permanent monthly rated and monthly paid workers in both Government of India and local Government factories are entitled to pensions on retirement provided that a minimum of nine years' service has been put in. The amount of the pension due is arrived at by multiplying the average monthly pay for the three years preceding retirement by the actual period of active service less one year and dividing the product by 48. Where permanent monthly paid workers on piece rates are admitted, average monthly pay is arrived at on the basis of the earnings for 72 months. A similar formula is adopted for calculating the amount of the pension but the divisor in this case is 72 instead of 48. Commutation up to 50 per cent. of the amount of the monthly pension is permitted in certain cases.

Permanent Government employees who have put in less than nine years active service (total period of service less all periods of leave) are entitled to gratuity if they are compelled to retire on medical certificate. The formula for the calculation of the gratuity is the number of years

of service multiplied by the monthly pay at retirement (average of previous six months for piece-rated workers) multiplied by 12/11 which is a constant.

Daily rated but monthly paid Government servants, excepting those employed on State railways, are generally not entitled either to pensions or to gratuities, except in special circumstances. Among privately owned concerns, only one factory grants regular pensions on retirement. The qualifying period is 20 years and the pensions are discretionary and conditional upon satisfactory work and conduct.

As far as gratuities are concerned, three engineering workshops under the control of the Government of India grant discretionary gratuities to non-pensionable workers who have put in not less than 30 years' service. Such gratuities are not paid to workmen in factories owned by the local Government. All persons employed in the workshops of the G.I.P., the B.B. & C.I., the M. & S.M. and the Barsi Light Railways are eligible to gratuities on retirement after certain periods of qualifying service. The gratuity is generally equivalent to about half a month's pay for each year of service limited to about 15 months pay in all. Employees of the Bombay Municipality who joined service before 1934 and who did not exercise the option of joining the Municipality's Provident Fund are granted discretionary retirement gatuities not exceeding seven months' pay. The B.E.S.T. Co. Ltd. and the Bombay Gas Company also grant retirement gratuities to their employees. The amount of the gratuity is usually calculated on the basis of one or half a month's pay for every completed year of service but in the case of the Bombay Gas Company it is equivalent to 1/26th of the total amount of wages received by a workman during his whole service. The qualifying period of service varies from 10 to 30 years.

Co-operative Credit Societies.

Full information regarding membership, share capital, reserve funds, rates of interest charged on loans, etc., of co-operative credit societies in industrial concerns in the Bombay Presidency is collected by the Registrar of Co-operative Societies and published in his annual reports. It was not considered necessary, therefore, to collect any special information on this subject in the questionnaire issued in connection with the general wage census. The Jackson Co-operative Bank on the B.B. & C.I. Railway, however, deserves special mention as it is perhaps the biggest and the best managed co-operative credit society of industrial workers in India. During the year ending 31st March 1934 it had a membership of 31,374 with a share capital of Rs. 4·48 lakhs and a reserve fund amounting to Rs. 2·47 lakhs. It receives both fixed deposits and ordinary deposits in its savings bank branch ; and it also issues cash certificates to all railway employees earning Rs. 125 or less per month. Fixed deposits for the year 1933-34 amounted to Rs. 26·86 lakhs and savings bank deposits to Rs. 19·17 lakhs which, together with capital, gave the society a working fund of Rs. 51·23 lakhs for the year. The number of new loans issued during the year amounted

to nearly 15,000 involving a sum of Rs. 50·42 lakhs. The bank has been declaring a 10 per cent. dividend (which is the maximum payable under the Co-operative Societies Act) for the last 10 years.

A special feature of the activities of the Jackson Co-operative Bank is a new scheme which it has recently introduced for redemption of debts. Members of the society who are in debt are encouraged to bring a complete list of their debts to the Bank which, with the assistance of the Staff Officer of the railway, interviews all creditors and arranges with them to compound the debts for much lesser sums in return for ready payment. The total amounts so paid to members' creditors are treated as loans and recovered in easy instalments spread over 72 months. The Bank also contributes an amount of Rs. 10,000 annually to a special staff welfare fund started by the railway administration at the instance of the Bank " to look into the welfare of the staff in general and of low-paid staffs and their families in particular ". Welfare centres which have been opened at various stations on the line render help by way of supplying milk to the children of the needy, by nursing the sick and by opening hygiene clinics.

Loans.

In a previous section we dealt with " advances ". This section deals with " loans ". The application of the term " advances ", or " kharchi " as it is commonly understood by Indian workmen, has been restricted to the small sums of money which are paid to workers in certain factories about the middle of each pay period against earned wages, and which are generally deducted from the pay due for the whole pay period on pay day. The term " loans ", on the other hand, has a wider meaning and covers all sums of money which are lent with or without interest and with or without security or sureties for longer periods and which are recovered in lump sums or by instalments from wages but which have no direct connection with wages that have already been earned.

The majority of the workpeople in the engineering industry in the Bombay Presidency have been provided with exceptional facilities for securing loans on easy terms both as regards interest and repayment; but these facilities are restricted generally only to those who subscribe to provident funds or who become members of co-operative credit societies. The general policy in Government and municipal concerns, in factories owned by public bodies and in the larger privately owned workshops is to encourage all workers who desire loans to join one or both these schemes; and, as a consequence, not to make any further provision for granting loans. Only one Government factory in the Bombay Presidency—the Arsenal Workshop at Kirkee grants loans. Interest at the rate of five per cent. is charged on such loans.

Certain railways and public utility concerns, however, have made special provision for exceptional cases. These provisions cover all workmen irrespective of whether they subscribe to provident funds or become members of co-operative societies or not. On the G.I.P. Railway, all forfeitures of employers' contributions to provident fund accounts

of dismissed employees are credited to a special staff benefit fund from which both gifts of sums of money and loans are given to workmen who are placed in particularly indigent circumstances owing to no fault of their own. On the B.B. & C.I. Railway, loans in really necessitous cases are granted from the staff welfare fund which derives its income from grants by the Railway Company, the Jackson Co-operative Bank and fines. Similar funds are provided by the other railways. In the Bombay Electric Supply and Tramways Company proceeds of "lost property" sales, donations made by passengers transgressing bye-laws, etc., in lieu of legal proceedings being taken, and fines are credited to the employees' welfare fund one of the objects of which is to grant small loans without interest to necessitous employees to be rapaid by monthly instalments.

Many concerns which have no provident funds or co-operative credit societies reported that loans to old and trusted employees are granted under exceptional circumstances but no special schemes or rules appear to have been framed for the purpose.

CHAPTER III.

Shifts, Hours of Work and Leave.

Number of Shifts.

Out of the 221 factories in the Bombay Presidency which have been included in the "Engineering Industry" group, 183 or nearly 83 per cent. work only one shift per day. Among engineering workshops proper only one large concern in the Bombay Suburban District worked two shifts a day during the Census month. The remaining 37 factories are either railway running sheds and public transport depots or continuous process factories such as electricity generating and transforming stations, battery charging plants, gas works, refrigerating plants, water works, asphalt plants, refineries and sewage pumping stations. Of these 37 factories five work double shifts and fifteen others work three shifts per day. In 17 concerns only those workmen who are on continuous processes are divided into three shifts.

The majority of railway running sheds work on a three shift system but there are a few which work only day and night shifts. The total spreadover for each shift in the latter group is one of twelve hours but the actual hours required from individual workmen are generally 8 and seldom exceed 8½. In all three-shift factories the daily hours of work for each shift are limited to 8 except when workmen in the different shifts are changed over or transferred to other shifts. In such cases the workmen in the changing shifts may have to work for two periods of eight hours each in 24 consecutive hours. Normally, workmen employed in shifts are interchanged every week but in certain cases the change over is made once a fortnight. There is no uniformity with regard to the times at which the work of the different shifts begin and end but the most common arrangement is midnight to 8 a.m., 8 a.m. to 4 p.m. and 4 p.m. to midnight.

Among non-Railway Government concerns, only one unit—the Refinery Section of His Majesty's Mint, works three shifts a day. The Poona Water Works has two shifts. All the remaining Government Factories work one shift a day.

Of the total number of workers employed in the industry 42,439 or 87·91 per cent. work one shift per day, 1,284 or 2·66 per cent. are on two-shift systems and 4,548 or 9·43 work three-shift systems.

Weekly Hours of Work.

There is a complete lack of uniformity in the daily and weekly hours of work in "engineering" concerns in the Bombay Presidency. Almost all Government, railway and municipal workshops and the larger non-continuous engineering plants work a short Saturday and it is therefore not possible to attempt any tabulation of daily hours of work without avoiding complicated details. Consequently, all comment on hours of work will be restricted to weekly hours. These vary from 33½ to 60 hours which was the statutory limit for non-exempted factory workers under

the Indian Factories Act during the Census year. In the case of some factories different periods of weekly hours are in force for different groups of workmen. These groups form the units in Column 2 of the following frequency table :—

Weekly hours.	Number of units.	Number of workers.	Percentages to total number of workers.
33½	1	87	0·18
40½	1	780	1·62
42	2	18	0·04
43½	1	579	1·20
44	4	534	1·16
44½	2	196	0·40
44¾	1	2,883	5·97
45	7	684	1·42
45½	1	68	0·14
45¾	1	53	0·10
46	1	69	0·14
46½	3	573	1·18
46¾	1	659	1·36
47½	1	109	0·22
48	72	28,525	59·09
48½	1	133	0·27
50	2	539	1·12
51	20	2,055	4·26
52½	1	625	1·29
53½	1	1,773	3·67
54	48	3,365	6·97
55½	1	38	0·08
57	25	1,292	2·67
58½	1	25	0·05
60	36	2,609	5·40

It will be observed that nearly 60 per cent. of the total number of workpeople employed in the engineering industry work a 48-hour week. 7,292 workers or a little over 15 per cent. work for less than 48 hours ; 5,125 or 10·61 per cent. work between 48 and 54 hours per week ; 3,365 or 6·97 per cent. have a 54-hour week ; and, the remaining 3,964 or 8·20 per cent. work between 54 and 60 hours a week. It may, however, be pointed out that the weekly hours of work of the last group of 3,964 workpeople will have been reduced to 54 hours per week as a result of the new Factories Act which came into operation with effect from the 1st January 1935.

The factories which worked the lowest number of weekly hours during May 1934 were the Government Medical Store and Depot and His Majesty's Mint. Certain groups of workmen in the Tata electricity

generating plants had a 42-hour week. The Arsenal workshops and the Ammunition Factory at Kirkee work a 43½-hour and a 44¾-hour week respectively. A 48-hour week is uniformly observed in almost all railway workshops and also in the majority of the larger engineering concerns in the Presidency. It is of interest that no employee in Government or municipal factories, nor in any factories owned by public bodies worked for more than 51 hours per week. The maximum statutory limit of 60 hours per week under the old Factories Act was uniformly observed by almost all metal works and metal-ware factories in the Presidency.

No women are employed in skilled work in the engineering industry although 51 concerns do employ women, on unskilled work. Their hours of work are the same as those for men except in two factories where the daily hours for women are 1 hour and ½ hour respectively shorter than those for men.

Rest Intervals and Weekly Holiday.

In the majority of the larger engineering workshops in the Bombay Presidency which observe a 48-hour work with a short Saturday the distribution of hours is 8½ hours per day from Mondays to Fridays and 5½ hours on Saturdays. The actual hours of work are normally from 8 a.m. to Noon and 1 p.m. to 5-30 p.m. on Mondays to Fridays and from 7-30 or 8 a.m. to 1 or 1-30 p.m. on Saturdays. In the M. & S. M. Railway workshops the 48-hour week is made up as follows : nine hours a day from Mondays to Thursdays, eight hours on Fridays and four hours on Saturdays. The most popular rest interval is one of an hour given generally between Noon and 1 p.m. and all except 21 of the non-continuous process factories in the Bombay Presidency adopt this. Variations are as follows : ½ hour interval—four concerns ; 1¼ hour made up of two rest pauses one of an hour and one of fifteen minutes—one concern ; 1½ hour—six concerns ; 1¾ hour—one concern ; 2 hours—six concerns ; 2½ hours—one concern ; and 3 hours made up of one interval of two hours and two intervals of a half an hour each—two concerns. In most continuous process factories there is no definite closing hour for the whole of a shift and the persons employed in each shift take rest pauses of varying periods by turns.

Sixty-eight concerns employing about 65 per cent. of the total number of workpeople employed in the engineering industry observe a short Saturday. As already pointed out above, 35 or the majority of these concerns work a 5½ hour Saturday. In the remainder, Saturday hours are five in the case of 15 concerns, 4½ in five concerns, four in another five concerns ; six in three concerns ; 5¼ in two concerns and 3½, 6½ and 7 respectively in one concern each. It is necessary to observe that short Saturdays are not worked in continuous process factories except for a few persons who are employed in departments which work only one shift. The manner in which wages for the short Saturday are calculated has been dealt with in the Chapter on " Payment of Wages ".

In all except five of the non-continuous process factories the statutory weekly holiday to persons employed in non-exempted occupations is given on Sundays. In a few of the factories which are located in the Districts, the weekly holiday is given on the day for the local bazar which in the case of two factories is Wednesday and in one each of three of the factories on Monday, Friday and Saturday. Workers who are exempted from the operation of the grant of the statutory weekly holiday and the statutory limitation of weekly hours are often required to attend for a few hours on holidays for cleaning and minor repairs; but in most cases where there are two or more men in exempted "key" occupations every endeavour is made to give a full holiday to all the persons so employed frequently and by turns.

As far as exempted workmen in continuous process factories are concerned, the managements of most of such factories endeavour, as far as possible, to give their workmen a minimum period of 24 consecutive hours rest once in every seven days or after every period of six days' work. In the smaller of these factories, however, this is not always possible and arrangements are made in such a way as to give all workers a holiday once in every fortnight. Provided that no non-exempted worker is asked to work in a factory for more than ten days consecutively without a holiday for a whole day, both the old and the new Factory Acts permit substitution of any other general or local holiday as the statutory holiday in place of the normal weekly holiday. Substitution of holidays in this way is, however, not resorted to in Government, railway and municipal workshops and in the factories owned by public bodies and public utility companies; but many of the smaller engineering workshops require their workmen to attend on a Sunday if a holiday has to be granted on one of the three days preceding or on one of the three days succeeding the Sunday. In case two or more consecutive holidays have to be given substitution is only permitted for one of them and the remaining holidays must be in addition to the normal weekly holiday.

The Railways grant certain holidays such as King's Birthday and Empire Day with pay to all their workshopmen, and those workers who are called on duty on these holidays are given double pay. Except in the case of monthly rated workmen whose earnings are calculated on the basis of all the days in the month, all statutory weekly holidays and all other general or local holidays are without pay. But many engineering concerns grant leave with pay for varying periods. This is dealt with in the following section.

Leave.

The question of allowing industrial workers the right of having annual holidays with pay has recently become of international interest owing to the Nineteenth Session of the International Labour Conference held in June 1935 having decided to place the subject on the agenda of the ensuing Twentieth Session for second and final discussion. In India, holidays with pay are enjoyed only by a very small percentage of the population; but, owing to the preponderance, in numbers employed, of the workmen in Government and railway factories and in the factories

owned by public and local bodies and public utility companies, the engineering industry in the Bombay Presidency easily outstrips all other industries in the leave with pay privileges which are enjoyed by its workers. The leave rules of different administrations vary widely, and different sets of rules are adopted not only for different classes of employees of the same administration but also for the same or similar types of employees, according to the dates when they joined service. Leave rules often run into several printed pages and it is obviously not possible to give more than a very brief and broad outline of the main systems which are in operation.

All permanent monthly rated employees in Government Factories are entitled to leave with pay—in the case of the concerns under the Government of India, according to the Fundamental Rules; and for the Factories owned and controlled by the Local Government according to the Bombay Civil Service Regulations. Daily rated employees in Government Factories are governed by special orders suited to each case. The leave rules which were in operation up to a few years ago have been regarded as too liberal and for new entrants substantial changes have been made, with the result that different systems are in operation for different classes of Government employees according to the dates when they first joined service. Leave with pay to permanent monthly rated Government servants is granted in terms of ordinary earned leave on average pay or double the period on half average pay, "not due" leave on half average pay and casual leave. All leave other than on medical certificate must be "earned", and the maximum period of continuous leave that may be enjoyed at any one time is limited, in the case of ordinary leave on average pay to four months; and, in the case of leave on medical certificate, to eight months. Casual leave is intended to meet cases of short absences from duty. According to the rules which are in operation at present the minimum period of leave with pay which can be earned by all permanent Government servants is more than one month for every eleven months' of duty plus ten to twenty days casual leave in every calendar year.

As far as temporary and daily rated workmen in Government factories are concerned the workers in His Majesty's Indian Naval Dockyard, the Government Central Store and Workshop at Dapuri, and the Poona Water Works get no leave with pay. Since 1931 daily rated workmen and piece workers in all ordnance and clothing factories of the Army Department get 10, 15 or 20 days leave with pay every year according to whether they have put in three to ten, ten to twenty or over twenty years' service. Those who have put in under three years get no leave with pay. Temporary hands in His Majesty's Mint are granted fifteen days casual leave in every year and those in the Government Medical Store and Depot are given ten days leave with pay after a year's approved service.

The leave rules for railway workshopmen who joined before the 1st September 1928 vary not only between Railway and Railway but also according to the dates when the men were first engaged. As

far as the workmen who joined after 1st September 1928 are concerned, all railway systems appear to have accepted the principle of a standardisation of conditions. Leave with pay privileges for such workshopmen and menials are as follows: for service up to 3 years—no leave with pay; for persons who have put in 3 to 10 years—10 days with pay for every year of service; from 10 to 20 years— 15 days; and for service of 20 years and over—20 days with pay per year. Leave rules for those employees who joined before the date mentioned are more liberal. The B. B. & C. I. Railway Company grants 15 days' casual leave in a calendar year plus Empire Day and King's Birthday or any 17 paid holidays in addition to the above leave privileges to all workshop employees irrespective of a qualifying minimum period of service. Leave privileges for the workmen of the Bombay Municipality vary. Leave accounts of Municipal employees belonging to the inferior service are maintained in terms of leave without pay; but the workmen in the Municipality's Asphalt Plant and Sewree Stone Crushing Plant get one day's casual leave for every month of service. The Bombay Port Trust grants 14 days' non-cumulative leave with pay to all workmen who have put in 12 months' service.

Amongst public utility concerns, the Bombay Electric Supply and Tramways Company grants 15 days' leave with pay in respect of accured leave or leave actually taken with permission; the Bombay Gas Company give 14 days; the Tata Electricity generating plants give 14 days vacation, 7 days sick and 7 days casual leave to mechanics and drivers on their permanent list and 7 days vacation and 7 days sick leave with pay to their "Maintenance labour getting weekly holidays under the Factories Act"; and the Bombay Telephone Company grants 14 days privilege leave and 14 days sick leave to all members of the permanent staff who earn Rs. 100 per month or over. Amongst other Companies and privately owned concerns the Burma Shell Corporation gives 28 days sick leave on half pay per year to all daily rated workers and 15 days ordinary leave on full pay to monthly rated workmen. The General Motors, the Bombay Garage, the French Motor Car Company, Messrs. John Roberts, the West End Watch Company, Messrs. Greaves Cotton & Company, the Lightfoot Refrigeration Company and the Ahmedabad and Nasik Electricity Companies grant 6 days to one month's leave with pay to most of their workmen. But in certain cases the leave concessions are intended mainly for permanent monthly rated employees.

None of the workmen in the smaller engineering concerns in the Bombay Presidency enjoy leave with pay privileges. The number of factories which reported that they had no leave rules of any kind was 133. The number of workpeople employed in these factories was 12,969 or 26·87 per cent. of the total number employed in the industry. Sixteen of the factories employing 6,800 workers or 14·09 per cent. of the total number employed grant leave with pay to certain categories only. On the other hand, 72 factories employing 28,502 workers or 59·04 per cent. of the total number employed grant leave with pay to most of their workers.

CHAPTER IV.

Welfare work in the Engineering Industry.

HOUSING.

The general policy adopted by Government, railway and municipal factories is to provide quarters when funds permit but usually only where conditions are such that private enterprise does not adequately meet the demand for housing the labour employed; or where it is necessary for special reasons to provide quarters for certain classes of staff near to their work. Only a very small percentage of Government, railway and municipal workshop and factory staffs—the persons covered by the General Wage Census—live in such quarters. For example, the Government Central Store and Worskhop at Dapuri has nearly 150 tenements and the workmen of the Government Saw mills in the Kanara District are also provided with quarters, some rent free and others on payment. Watchmen in most of the larger concerns—Government, railway etc. and privately owned concerns—are generally supplied with free housing. The larger Government factories in Bombay City and Poona do not provide housing.

The Bombay Port Trust have set aside 136 tenements for their workshop staff for which rent is charged. None of the workmen of the Bombay Municipal workshop are housed in municipal chawls but 25 workers in the Love Grove Pumping Station are given rent free quarters. The workers in the Municipality's Asphalt Plant are provided with 24 tenements which are let at ten annas each. The 90 odd workmen of the Ahmedabad Municipality's two Hydraulic Plants are given rent free housing.

Among Railways, the G. I. P. Railway has four blocks of 64 tenements for such of the workmen of their big workshops at Matunga as are required to live near their work. Two hundred one-room tenements at a rent of Re. 1 each and 260 units at Rs. 1-8-0 for skilled and Re. 1 for unskilled workmen are provided for the workshopmen at Kalyan and Manmad respectively. The B. B. & C. I. Railway have taken over some Bombay Government Development Department chawls at Worli and tenements in these chawls are let to the workmen of their Parel workshops at Rs. 5 each. Nearly 200 tenements with rents varying from eight annas to Rs. 15 are also provided by this railway for the workmen in their workshop at Dohad. The Barsi Light Railway has 174 tenements which are let at rents varying from eight annas to Rs. 8-5-0 per month to the labour employed at their Kurduwadi workshop. The M. & S. M. Railway have nearly 400 tenements at rents varying from Rs. 1-8-0 to Rs. 3 per tenement for their workshopmen at Hubli. Workmen employed in all running sheds and breakdown men on all railways are given rent free or low rented quarters. All railway quarters are divided into several classes and standard rents are fixed for each class. The rents charged to occupants are 10 per cent. of pay or standard or assessed rent whichever is less.

The policy adopted by public utility companies and privately owned concerns closely follows that which obtains among Government and railway concerns. Thus, except for the Bombay Electric Supply and Tramways Co. Ltd. which has provided nearly 300 tenements at rents varying from Rs. 6 to Rs. 8* per tenement for its workshop and bus garage staffs none of the other large engineering concerns in Bombay City have made any provision worth speaking of for housing their labour but all concerns situated away from towns such as Messrs. Braithwaite's at Mulund, and the Tata Electricity Generating Plants at Bhira, Khopoli and Bhivpuri provide tenements for most employees. In the former case 236 tenements are provided at a rent of Re. 1 per month and in the latter case nearly 300 odd persons are given rent-free quarters. Some of the smaller concerns in the Districts have also provided housing for varying percentages of their factory staffs. In the case of some factories, engine and boiler department and fire brigade men are supplied with rent free housing.

Rest Shelters, Canteens and Tiffin Rooms.

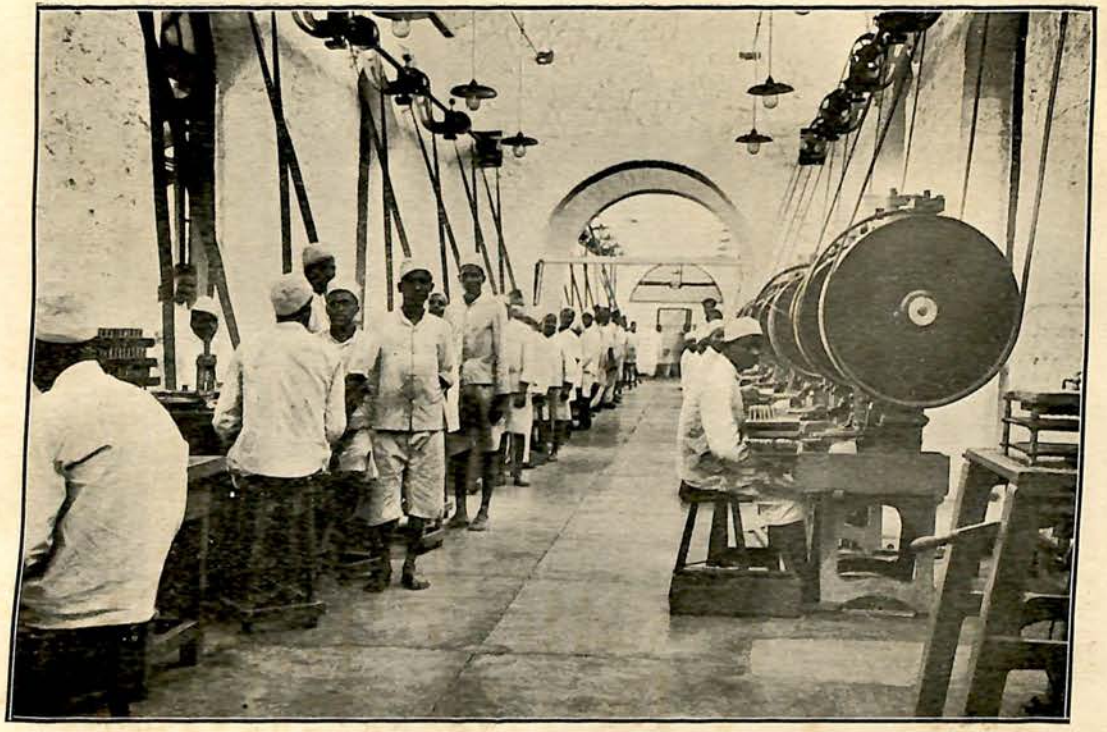
Almost all the larger engineering workshops and factories in the Bombay Presidency provide tiffin rooms and rest shelters for their workmen. In many cases separate tiffin rooms on a communal basis are provided. During recent years there has been a considerable development in the arrangements made for the provision of tea and light refreshments on factory premises and several factories have tea stalls. Messrs. Braithwaite & Co. at Mulund run a restaurant which is under the special supervision of the management. The Ammunition Factory at Kirkee has a restaurant which is run by a contractor selected by a committee composed of the representatives of the management and the workers; and the restaurant is supervised by the medical officer of the factory. Apart from the two specific cases cited, the tea stalls are owned and run by outside contractors and no effort has been made to run co-operative canteens on the lines of those which are associated with most of the larger factories in the West.

Communal factors such as the religious prohibition of Hindus to eat their food in the company of members of other communities, want of space and the constructional layout of the majority of the smaller engineering workshops are among the reasons given by the firms who do not provide rest shelters and/or tiffin rooms for their workmen.

Medical Aid.

Although the majority of the textile mills in the Bombay Presidency are provided with well equipped dispensaries and part time doctors, few industries come up to the standard of the excellent medical facilities and the safety first measures which are provided by most of the larger engineering concerns. This is due primarily to the fact that the majority of the workpeople in the engineering industry are employed in

* The rents charged include electric light. Single men sharing rooms are charged Rs. 2 per head per month.



THE SMALL ARMS CARTRIDGES SECTION—AMMUNITION FACTORY AT KIRKEE

(The concluding operations in loading small arms cartridges are carried out here and the operatives wear fire proof clothing)

[*To face page* 54

Government, municipal and railway workshops and in factories owned by public bodies and public utility companies the operatives of which get the advantage of the splendid hospitals and dispensaries, with full time medical officers which are specially provided by them for their employees or are available where they work.

Among Government factories, His Majesty's Indian Naval Dockyard has its own special hospital and dispensary with a full time medical officer. The Government Medical Store and Depôt, the Ammunition Factory and Arsenal Workshop at Kirkee, the Agricultural Engineer's Workshop at Poona and the Government Saw Mill at Dandeli all have well equipped dispensaries—in most cases with either full time medical officers or assistant surgeons. The Government Central Store and Workshop at Dapuri gives an annual grant of Rs. 600 to the Kirkee Cantonment Hospital where its workers are sent for treatment. The workmen in His Majesty's Mint are sent either to the Presidency Surgeon in Bombay or to one of the several large Government hospitals in the City.

The G. I. P. Railway maintains a large hospital in Bombay City with 60 beds, a trained nursing staff, a modern operating theatre, an X-Ray room and a clinical laboratory near the Byculla railway station. It has also well equipped dispensaries at both its Parel and Matunga workshops. As far as their District workmen covered by the General Wage Census are concerned the railway has both hospitals and dispensaries at Bhusawal, Sholapur and Igatpuri and dispensaries at Poona, Kalyan, Nandgaon, Manmad and Dhond. Medical attendance and medicines are supplied free of charge at all dispensaries but nominal hospital fees, which vary according to monthly pay, are charged to in-patients who earn more than Rs. 30 per month. The B. B. & C. I. Railway have well equipped hospitals and dispensaries at Dohad and Bulsar but only dispensaries at Bombay and Ahmedabad. The M. & S. M. Railway has a first class hospital at Hubli and dispensaries at Hubli, Gadag and Poona. The Barsi Light Railway has only a dispensary at Kurduwadi. In all cases the dispensaries* are in charge of full time medical officers and compounders and all medical aid is free of charge.

The workmen in the various factories owned by the Municipality of Bombay are catered for at the King Edward Memorial Hospital at Parel and in the municipal dispensaries which are scattered all over the City. The Bombay Port Trust maintains four dispensaries which are located at the Prince's Dock, Wadala, Antop Village and at the Grain Depot but it has no hospital. The Board of the Port Trust, however, give annual donations of Rs. 5,000 to the Goculdas Tejpal Hospital and of Rs. 2,500 to the J. J. Hospital where all workmen in need of hospital care are sent. The Ahmedabad Municipality has separate dispensaries for each of its two hydraulic and pumping stations in Ahmedabad. In all cases, the dispensaries are in charge of full time medical officers and all medical aid is rendered free of charge.

* It may be pointed out that all the Railway Administrations dealt with have several other hospitals and dispensaries at various other places on their lines and that only those institutions which cater for the perennial factory workers covered by the General Wage Census have been specifically mentioned here.

Among Public Utility Companies and privately owned concerns, the Mazagaon Dock of the Peninsular and Oriental Steam Navigation Co., the Bombay Electric Supply and Tramways Company, the Burmah Shell Corporation, General Motors, the Bombay Telephone Company, the Army and Navy Stores, the Tata Hydro Electric and Andhra Power Generating stations at Bhivpuri, Bhira and Khopoli, the Sholapur Electricity Company and Messrs. Braithwaite & Co. Ltd., all provide fully equipped dispensaries with full time doctors, compounders and dispensary boys. The three Tata Power Generating Plants also provide a few beds for in-patients and special segregation camps in addition at each station. This company has three large "factories" in Bombay City as well. No dispensary is provided for its workers in Bombay but the services of a medical practitioner are available and prescriptions, where necessary, are made up at the company's expense. The workers employed at the cutlery and surgical instruments factory of Messrs. N. Powell & Co. are sent to the Nair Hospital in Bombay which was founded by one of its proprietors. Fourteen concerns which have no dispensaries pay for all medical attendance and medicines for their workmen. Fifteen other concerns keep supplies of a few stock mixtures and patent medicines which are distributed free of charge in cases of minor ailments such as chills and fevers.

"Safety First" is making considerable progress in engineering establishments and in some, Safety First Committees have been formed. Special instruction and training in first aid is imparted periodically to members of supervisory staffs and to leading workmen and "St. John's" certificates are issued. In several cases special ambulance corps have also been formed and in most cases stretchers are kept in the workshops. Almost all the larger factories have installed fully equipped first aid boxes in all departments where accidents are likely to occur; and there must be very few engineering factories indeed which do not keep a few first aid requisites handy.*

Vocational Training and Education.

Skilled artisans such as are required in engineering workshops are not easy to recruit in India and consequently almost all the larger workshops employ considerable numbers of untrained men who either receive special courses of training as apprentices or who are attached to skilled mechanics as assistants. Apprenticeship does not always result in permanency whereas a satisfactory assistant generally becomes, in course of time, a full fledged workman. The G. I. P. Railway has four grades of apprentices. The C and D grade men mainly receive practical training; whereas A and B grade apprentices are, in addition, sent to the Government Technical School at Jhansi for a course of theoretical training. The B. B. & C. I. Railway makes arrangements for some of their apprentices to attend classes at the Victoria Jubilee Technical Institute in Bombay. On the Barsi Light Railway about fifty apprentices, recruited from the sons of employees, receive courses of special training at their Kurduwadi workshop.

* Under the new Factories Act first aid boxes are compulsory in all factories.

Among non-railway Government concerns the Government Central Store and Workshop at Dapuri has a special primary training school for apprentices. His Majesty's Indian Naval Dockyard engages a certain number of apprentices every year but no other Government concern reported any special scheme for vocational training. The Bombay Port Trust gives its apprentices special courses of training in mechanical and electrical engineering for periods of five years. Among public utility companies, the Bombay Telephone Company holds classes in telephone subjects and examinations are held annually. The Bombay Gas Company started a scheme of vocational training some years ago but abandoned it owing to lack of interest among their workmen. The Bombay Electric Supply and Tramways Company recruit all employees as "boys" and train them up for the jobs they are to be eventually put on to.

As far as the question of the non-technical education of workmen is concerned, no engineering concern reported any direct activity in the matter; but the Ammunition Factory at Kirkee stated that an annual grant of Rs. 2,000 is made from army funds to certain schools in Kirkee. The workers of the factory are encouraged to join one or the other of these schools and those who do join are given a special allowance of about Re. 1 per head per month to enable them to purchase books and to pay the necessary fees. The Arsenal Workshop at Kirkee induces its boy workers to attend schools by giving them increased rates of pay. Many concerns provide educational facilities for the children of their employees. The pioneer work in this connection has been done by the railways, all of which have established Anglo-vernacular schools at various centres to which the children of their workshop employees are admitted. One such school which deserves special mention is the B. B. & C. I. Railway Anglo-Vernacular Gujrati School at Dohad which is attended by nearly 150 children of the workmen of the Railway's Freelandgunj Workshop. In some cases where no railway schools exist, arrangements are made with local boards and the railway provides a building and furniture and makes an annual grant per child. A similar arrangement has also been made by the Andhra Valley Power Supply Company at Bhivpuri. The Muhammadan Railway School at Hubli which has an average attendance of 188, is supported by half-yearly grants from the M. & S. M. Railway and Government and by private donations. Children of all employees of the Bombay Municipality may join one or the other of the various municipal schools in the City. The Bombay Port Trust runs three special schools at Wadala, Antop Village and Wadi Bunder for the children of its employees. The Tata Power House at Bhira has opened a primary school as a temporary measure and the average daily attendance at this school is 30. A few concerns reported that school fees of children of employees who deserved special consideration were paid by the firm.

Recreation.

Non-railway Government departments do not generally provide direct facilities for the recreation of their staffs and Government activity in this matter is confined, more or less, to providing suitable land and

a building if available. Government servants are, therefore, left to make their own arrangements in the matter. The same policy is observed in the industrial concerns of Government and most of the larger Government workshops have provided no facilities for the recreation of their workmen. There are, however, one or two exceptions. The Central Store and Workshop of the Government of Bombay at Dapuri has provided a Badminton Court and a Hockey and Cricket ground for the use of the staff of the factory. The Arsenal Workshop at Kirkee has a Sports Club with indoor games for its workpeople from whom a subscription is collected.

The Railways are in the forefront in providing first class facilities for the recreation of almost all classes of Railway servants. Club houses and golf courses are provided for officers and Institutes with tennis and badminton courts, billiards, libraries and reading rooms, indoor games and sports grounds are provided for subordinate staffs. Certain grades of apprentices and superior workmen in all railway factories and workshops are permitted to join these general institutes. In certain centres special sports clubs, which all workmen may join, are also provided. In all cases subscriptions are collected and once a Railway has provided ground, buildings and equipment, its responsibility ceases and every endeavour is made to make each institution as self-supporting as possible. Railway sports clubs for the sole use of workmen which deserve special mention are those of the B. B. & C. I. Railway at Dohad, of the M. & S. M. Railway at Hubli and of the Barsi Light Railway at Kurduwadi. The Bombay Port Trust has a gymnasium and playing grounds, which are supervised by the Bombay Branch of the Young Men's Christian Association, at Antop Village; and also a recreation ground for the children of its employees at the Wadi Bunder welfare centre. The Bombay Municipality has entrusted its welfare work to the Y.M.C.A. who are given a monthly grant of Rs. 150 for the supervision of the Municipality's welfare centres and sports grounds. The Ahmedabad Municipality provides garden plots for such of the workmen of their two water works who want them. Among public utility companies and privately owned concerns, the Bombay Electric Supply and Tramways Company, the Bombay Gas Company, the Mazagaon Dock of the P. & O. Company, the Tata Electricity Generating Plants, the Wolverhampton Works, the Ahmedabad Electricity Company and Messrs. Braithwaite's all provide facilities for the recreation of their workmen. In some cases sports grounds with equipment for cricket, football and/or hockey are provided and all have club houses with facilities for indoor games and reading rooms.

CHAPTER V.

Rates of Wages.

Changes in Wage Rates, 1914-1934.

Out of the 221 perennial factories in the Bombay Presidency which have been included in the " engineering " group, 64 concerns stated that their old records had either been lost or destroyed and that, consequently, they were not able to furnish any information which would be of value in estimating changes in wage rates between the pre-war and the census year. Sixty-six other concerns reported that they were new factories which had been erected after 1914 and were, therefore, not in a position to make the comparisons required. Some of these new concerns, however, furnished information of the changes which had been effected in rates since they were erected. Very few concerns indeed were able to give dates and figures to show the stages at which changes had been made in wage rates during the period under consideration.

Certain important facts govern all discussions on wage rates in India. Firstly, except for a limited measure of standardisation of time rates of wages for unrationalised occupations in the cotton textile industry in Bombay City there is little or no standardisation of rates in this or in any other industry in the country. Secondly, wage rates not only vary widely between centre and centre and unit and unit in the same centre but also between different individuals in the same occupation in one unit. This variation in rates is further complicated by the fact that frequent changes have been made in the basic units of time for which rates are fixed. For example, rates which may have been monthly or daily may have been changed into hourly rates. Thirdly, almost all the principal engineering occupations in Government and Railway workshops are divided into several grades and sub-grades. The basis of the grading in all cases is arbitrary and varies widely between the different administrations. Lastly, vacancies in the larger privately owned workshops and in the smaller engineering factories are generally filled on rates which are dependant upon the personal ability and the degree of competence of the new entrants; and, in the absence of agreed time rates, this variation must make comparisons between wage levels at any two or more dates exceedingly difficult. The only satisfactory criterion on which to base any broad conclusions regarding movements of wage rates in the engineering industry would be to take the total wages bills for equal numbers of workpeople in the same or similar occupation groups at any two dates and to ascertain the percentage increase or decrease between the two sets of figures. An examination of the data available revealed so many variations in principle and such diversity in practice where wage changes have occured that it was decided not to attempt any discussion on this matter, but to deal only with wages at the time of the census and not as they were at any other date.

Prevalent Rates.

Almost all Government and Railway workshops and the larger engineering factories divide a dozen or more of the principal engineering occupations into several grades. There is no uniform method of grading and each administration has its own particular method of classification. In most cases each of these occupations is divided into three to four grades and in one or two cases into as many as seven grades. Rates of pay for the different grades vary widely. For the purposes of the General Wage Census a uniform grading on the basis of pay earned was adopted for many of the more important occupations after consultation with the heads of almost all the large engineering workshops in the Presidency. Machinists (turners) and fitters were graded into "special", "superior" and "ordinary" according as their rates of pay amounted to Rs. 4 per day or Rs. 110 per month or more; Rs. 2 per day or Rs. 54 per month up to Rs. 4 per day or Rs. 110 per month; and, under Rs. 2 per day or Rs. 54 per month. Turbine drivers, switchboard attendants, armature winders, wiremen, electrical fitters, boilermakers, moulders, blacksmiths, instrument mechanics, motor mechanics, locksmiths, carpenters, painters, tailors, armourers and danger building workers were divided into the two grades "superior" and "ordinary" only with the same margins of pay, except in the case of turbine drivers and switchboard attendants in whose case the dividing margins were Rs. 6 per day or Rs. 160 per month and Rs. 4 per day or Rs. 110 per month respectively. No grading was considered necessary for the remaining occupations.

Too much stress cannot be laid upon the extremely wide variations which exist in rates of wages for almost all occupations in the engineering industry. This variation makes it almost impossible to offer any helpful or useful comment on prevalent rates. The only manner in which the subject can be approached is to compile frequency tables for each occupation showing the numbers of workmen employed in each area on different rates of wages. To do this for about 200 odd occupations in ten territorial areas would be an impossible task with the limited time and the limited staff at the disposal of the Labour Office. In view, however, of the very great importance of this method of treatment, compilations of frequencies of rates and numbers employed have been undertaken for five important engineering occupations—moulders, blacksmiths, fitters, machinists (turners) and carpenters. Two tables have been compiled for each occupation: (1) for workmen on daily rates of wages; and (2) for workers on monthly rates. Workmen on hourly rates have been brought into the former set by multiplying the hourly rate by the number of daily hours worked in the factory concerned. The figures for rates of a month of so many hours have been included in the latter set of tables. Workers on piecework prices have been excluded; but the figures in the tables have not been confined to workmen in "engineering" concerns only; and moulders, blacksmiths, fitters, turners and carpenters employed in the mechanical and engineering departments of all perennial factories in the Bombay Presidency have been included. The frequency range in the tables for monthly rated workers is from Rs. 26 per month or under

to Rs. 120 per month or over proceeding by stages of Rs. 4 each. In the case of the tables for daily rated workmen the range is from eight annas per day or under to Rs. 5 per day or over with class intervals of four annas each. The ten tables for the five occupations dealt with are printed at pages 105 to 114 of this report.

Moulders.

The total number of moulders returned for the census from all perennial factories in the Bombay Presidency was 1,059. Of these, 42 were on piece rates, 314 on monthly rates and 703 on daily (or hourly rates converted into daily) rates. 205 out of the 314 on monthly rates and 357 out of the 703 on daily rates were employed in Bombay City. Ahmedabad City with 42 monthly rated moulders comes next to Bombay City. The number of monthly rated moulders returned from four territorial areas was not more than three each while in another four areas it ranged from 13 to 17 in each. In Bombay City, the mode is located in the frequency group of Rs. 66—70 and the number of monthly rated moulders who fall in this group is 76 or a little over 37 per cent. of the total. Two other subsidiary modal groups are the class intervals of Rs. 38—42 and Rs. 78—82 with 32 and 35 workers respectively. 138 or nearly 68 per cent. of monthly paid moulders in Bombay City had rates of over Rs. 54 per month. The rates of the 42 moulders in Ahmedabad City were distributed over twelve class intervals with no particular density at any point; but, as compared with Bombay City, 31 or nearly 74 per cent. of the number employed in Ahmedabad were on rates below Rs. 54 per month. In Sholapur City only one out of 14 monthly paid moulders was rated above Rs. 54 per month. Taking the ten areas of the Presidency proper as a whole the greatest density was in the Rs. 66 to Rs. 70 group which covered nearly 25 per cent. of the total number employed on monthly rates.

Table No. II-B for moulders on daily rates is of greater interest owing to the larger number employed on these rates. Sholapur City returned no moulders on daily rates and two other areas returned less than 3 each. The mode in the case of the 357 daily rated moulders in Bombay City is in the class interval of Rs. 1-8-0 to Rs. 1-12-0 per day with 90 men or 25 per cent. of the total number employed. As compared with nearly 70 per cent. of the monthly rated moulders, who had rates of Rs. 54 per month or over, only 107 or 30 per cent. of the daily rated moulders earned equivalent rates or rates of Rs. 2 per day and over; and 121 or a little over 33 per cent. had rates which were under Rs. 1-8-0 per day or about Rs. 40 per month. As in the case of monthly rated moulders, there is no particular density for the 112 daily rated moulders employed in Ahmedabad City but the rates for 55 men lay in the three class intervals between Rs. 1-8-0 and Rs. 2-4-0 per day. The most striking rates for moulders are to be found in the area "Ahmedabad, Kaira and Panchmahals Districts"—largely dominated by the B.B. & C.I. Railway workshop at Dohad—where 58 or nearly 63 per cent. of the 112 daily rated moulders employed are on rates between Rs. 3-4-0 to Rs. 3-8-0 per day or on about

Rs. 88 to Rs. 94 per month. In the area " Belgaum, Bijapur, Dharwar and Kanara Districts " the dispersion of 54 daily rated moulders is over 14 different class intervals with a modal group of fourteen men in the class interval Re. 1 and Rs. 1-4-0. Taking the Presidency proper as a whole the position of greatest density is at the Rs. 1-8-0 to Rs. 1-12-0 interval with 131 men or about 19 per cent. of the number employed on daily rates.

Blacksmiths.

There is not the same wide variation between the numbers employed on monthly and daily rates among blacksmiths as was the case with moulders. As against 458 blacksmiths who were returned with monthly rates the number on daily rates was 510. 255 and 279 respectively of these were returned from Bombay City. Among monthly rated blacksmiths in Bombay, the mode is in the class interval of Rs. 70—74 with 76 men. The ratio between " superior " and " ordinary " blacksmiths, i.e., between those earning Rs. 54 per month or more, and less than Rs. 54 per month, was 184 to 71. In other words, more than 72 per cent. of monthly rated blacksmiths in Bombay City earned more than Rs. 54 per month. Four areas returned less than 8 blacksmiths each. Ahmedabad City, however, returned 107 ; and, of these, 77 or 72 per cent. had rates varying between Rs. 50 to Rs. 66 per month. For the remaining areas, attention is invited to Table No. III-A as there are no striking features which call for particular mention. Taking all ten areas together, the greatest density is at the group of Rs. 70—74 with 80 men or a little over 17 per cent. of the total and there are two lesser densities at Rs. 38—42 and Rs. 54—58 with 58 and 55 men respectively with a percentage of a little over 12 in both cases.

There is no striking mode in the frequency table (Table No. III-B), for the 279 daily rated blacksmiths in Bombay City and each of the seven class intervals between Rs. 1-4-0 to Rs. 1-8-0 and Rs. 2-12-0 to Rs. 3-0-0 per day certain more than 20 men. 158 or 57 per cent. however, had rates of Rs. 2 per day or an equivalent of Rs. 54 per month or more. Sholapur City again, had no daily rated blacksmiths and three other areas returned less than seven each. As in the case of daily rated moulders, nearly 60 per cent. of daily rated blacksmiths in the " Ahmedabad, Kaira and Panchmahals Districts " area were on rates between Rs. 3-8-0 to Rs. 3-12-0 per day or an equivalent of about Rs. 95 to Rs. 100 per month.

Fitters.

Numerically, the most important occupation in the engineering industry is that of fitters and almost every perennial factory in the Bombay Presidency returned figures for one or more of them. The total number returned was 7,063 of whom 3,852 were on monthly rates, 3,186 on daily rates and 25 on piece rates. Tables No. IV-A and B (pages 109 and 110) give the frequencies of rates for monthly and daily rated fitters respectively. Taking the monthly rated fitters first,

2,224 were returned from Bombay City. The greatest density with 544 men or nearly 25 per cent. of the total employed is at the frequency group of Rs. 38 to Rs. 42 per month. A subsidiary mode with 364 men is at Rs. 66 to Rs. 70 per month. The majority of monthly rated fitters in Bombay City amounting to about 60 per cent. are on Rs. 54 per month and over. Only 29 men with monthly rates of Rs. 110 and over were returned as " special " fitters ; but in the table of frequencies for fitters on daily rates it will be found that 75 " special " fitters in Bombay City earned Rs. 4 per day or more. The total number returned as being paid less than Rs. 26 per month or a rupee per day in Bombay was 88 or about 2·2 per cent. of all fitters in the City.

Out of 700 fitters on monthly rates returned from Ahmedabad City, 294 or 42 per cent. were almost equally divided among the four class intervals between Rs. 50 and Rs. 66 per month. Another area of some density with 65 men lies in the group Rs. 42 to 46. As against five " special " fitters returned from Ahmedabad on both monthly and daily rates the number for rates below Rs. 26 per month or a rupee a day is 70 or about 10 per cent. of the total of all fitters employed in that centre. In Sholapur City the mode for monthly rated fitters lies in the lowest class interval of " below Rs. 26 per month " with 39 out of the 143 employed. As in the case of blacksmiths and moulders Sholapur City returned no fitters on daily rates. In both the " East and West Khandesh " and the " Poona, Nasik and Ahmednagar Districts " areas the mode for monthly rated fitters lies in the class interval of Rs. 30 to 34 with secondary densities in both cases in the interval Rs. 46 to 50. Outside Bombay City which had 29 " special " fitters on monthly rates, the remaining nine areas had only a dozen between them.

If the frequency table for the 3,186 fitters on daily rates is studied, it will be found that only 560 or a little less than 32 per cent. of the 1,761 daily rated fitters employed in Bombay City are rated at below Rs. 2 per day. The rates for the remaining 68 per cent. are Rs. 2 per day or over or Rs. 54 per month and over. A position of slight density with 283 men lies in the class interval of Rs. 2-8-0 to Rs. 2-12-0 per day. There are 200 and 216 daily rated fitters respectively in each of the two groups of Rs. 1-8-0 to Rs. 1-12-0 and Rs. 2 to Rs. 2-4-0 per day. One of the most striking feature in the frequency tables so far studied is presented by daily rated fitters in the " Ahmedabad, Kaira and Panchmahals Districts " area where 246 or more than 64 per cent. of the 383 fitters employed are rated at Rs. 3-4-0 to Rs. 3-8-0 per day or at an equivalent of about Rs. 90 to Rs. 95 per month. There are also 31 " special " fitters with rates of Rs. 4 per day and over in this area. Ahmedabad City has 72 daily rated as compared with 700 monthly rated fitters but the majority of the latter are employed in the Ahmedabad Cotton Mills. The area with the largest number of daily rated fitters next to Bombay is " Belgaum, Dharwar, Bijapur and Kanara Districts " with 436. There are two almost equal densities in this area at the class intervals of Re. 1 to Rs. 1-4-0 and Rs. 1-8-0 to Rs. 1-12-0 per day with 86 and 91 men respectively.

Taking the Presidency as a whole, the mode for monthly rated fitters lies in the class interval of Rs. 38 to Rs. 42 with 675 or 17·52 per cent. of

the 3,852 monthly rated fitters employed. The mode for daily rated fitters lies in the Rs. 3-4-0 to Rs. 3-8-0 group with 459 or 14·41 per cent. of the 3,186 daily rated fitters employed. It may, however, be stated that the latter figure is largely influenced by the big number of highly rated fitters in the Dohad workshop of the B. B. & C. I. Railway.

Machinists (Turners).

For the purposes of the General Wage Census, lathemen, and milling, planing, shaping, slotting, capstan, beam-bending, punch and shearing, filling, screwing, hacksaw, etc., machinemen have been included under the general designation of "Machinists" or "Turners". Drillers have been excluded. In the majority of the medium-sized and smaller engineering concerns, a machinist is able to do most if not all of these jobs and it is only in the larger workshops that greater specialisation exists. Even in the latter, however, a lathemen is generally expected to be able to do any of the other machining jobs.

The total number of machinists returned for the General Wage Census from all perennial factories in the Bombay Presidency was 2,772 of whom 1,318 were on monthly rates, 1,437 on daily rates and 17 on piece work prices. Of these, 862, 752 and *nil* workers respectively were employed in Bombay City. Tables No. V-A and B (pages 111 and 112) show the frequencies for monthly and daily rated machinists.

The positions of greatest density for monthly rated turners in Bombay City are at the class intervals of Rs. 38 to Rs. 42 with 200 men and of Rs. 58 to Rs. 62 with 170 men. Sixty per cent. of the total number are paid at the rate of Rs. 54 per month or over. There were only five "special" turners returned for Bombay City whereas at the other end of the scale there were only 8 who were rated at less than Rs. 26 per month. In Ahmedabad City the mode for a total of 269 monthly rated machinists employed is at the class interval of Rs. 58 to Rs. 62 with 40 men, and there is a wide dispersion over a dozen groups. There were no "special" machinists and the number rated at "below Rs. 26 per month" was 22. The figures for the other areas do not call for any special comment.

As far as daily rated machinists are concerned, there is a fairly even distribution in Bombay City in the six class intervals between Rs. 1-8-0 Rs. 1-12-0 and Rs. 2-12-0 to Rs. 3 per day except perhaps for the Rs. 2-8-0 to Rs. 2-12-0 group which stands out as the mode with 144 or nearly 20 per cent. of the 752 daily or hourly rated machinists employed. The "East and West Khandesh" area joins "Sholapur City" in having no daily rated machinists. The mode for the area "Ahmedabad, Kaira and Panchmahals Districts" is again in the group of Rs. 3-4-0 to Rs. 3-8-0 but the percentage of the 63 men in this group to the total of 238 daily rated machinists employed is only a little over 26 as against 60 or over in the case of moulders, blacksmiths and fitters. No comment is necessary for the remaining figures.

Carpenters.

The Labour Office list of standardized occupations for the General Wage Census contains several designations for different kinds of wood workers: Firstly, there are the carpenter maistries and

carpenters proper (including ship joiners)who are divided into "superior" and "ordinary"; secondly, there are the wood working machinists (including wood turners and wood planing machine attendants, wood carvers and wood caulkers); thirdly, there are both hand and machine sawyers and saw bench attendants; and, lastly coopers, polishers and packing case nailers and hoopers. Carpenters proper alone have been taken into consideration, for the purpose of the preparation of frequency tables. As in the case of the other four occupations separate tables have been compiled for workers on monthly and on daily or hourly rates (Tables No. VI-A and B, pages 113 and 114). The total number of carpenters returned by all perennial factories in the Presidency proper was 3,657 of whom 1,436 were on monthly rates, 2,203 on daily (or hourly) rates and 18 on piece rates. 991 monthly rated and 1,541 daily rated carpenters were employed in perennial factories in Bombay City. Among monthly rated carpenters in Bombay there are two striking densities at the class intervals of Rs. 38—42 and Rs. 58—62 per month with 244 and 255 workmen respectively. No other group contains more than a hundred men. Forty-seven per cent. of monthly rated carpenters are rated on Rs. 54 per month and over. In Ahmedabad City, 88 out of a total of 226 carpenters are almost equally divided in the two frequency groups of Rs. 58 to Rs. 62 and Rs. 62 to Rs. 66. In Sholapur City the mode, with 20 men, is in the lowest frequency group of "below Rs. 26 per month". The remaining areas show very wide dispersions over several frequency groups without any outstanding densities—a fact which strikingly corroborates the statements made about variations in rates between different units in the same centres.

Among daily rated carpenters in Bombay City the most prevalent rate appears to be between Rs. 2-8-0 and Rs. 2-12-0 per day and this was earned by 354 out of 1,541 daily rated carpenters returned. As contrasted with 47 per cent. of the monthly rated carpenters who were rated at Rs. 54 per month or over, the number of daily rated carpenters who had rates of Rs. 2 per day or an equivalent of Rs. 54 per month and over was 1,013 or nearly 66 per cent. of the total. A little over 10 per cent. were on daily rates which would bring in about Rs. 90 to Rs. 95 per month for a full month's work. In Ahmedabad City the mode for 188 daily rated carpenters lies at Rs. 2 to Rs. 2-4-0 with 80 men. The figures for the remaining areas do not call for any special comment.

No attempt has been made during the above discussions to show the different types of concerns which pay higher or lower rates. The best rates all-round are to be found in railway workshops, but many other engineering concerns and non-engineering factories pay equally high, if not higher, rates to some of their workmen in the occupations dealt with. The wide variations in rates which the frequency tables have revealed are to be found in all industries in all areas but it is particularly marked in the engineering industry where operations with a general classification, e.g. carpentry, machining, etc. involve very varying degrees of skill and correspondingly high and low standards of efficiency in the worker, whose rate of wages is fixed accordingly.

CHAPTER VI.

Earnings.

Meaning of the Term "Earnings".

In the previous chapter we dealt with rates of wages. This chapter deals with earnings. Much confusion of thought prevails regarding the meaning of the terms 'rate of wages', 'pay', 'wages' and 'earnings' and the four terms are often used synonymously although each has a different meaning. The term 'rate of wages' applies to the sum of money which an employer contracts to pay to his workman for a specified amount of work done. It may be expressed in terms of time or quantity. In the first case the rate is called a time rate; and it may be a monthly, daily or hourly rate, or a rate for any other period of time. In the latter case it is called a 'piece rate' or, more scientifically, 'a piece work price'. Rates may be, and often are, supplemented by various types of bonuses and allowances.

The term 'earnings' refers to the actual total amount a workman receives for work done during any given period of time. They vary with the rates of pay, the time worked, etc., and include allowances and bonuses. 'Earnings' may be either 'gross' or 'net'. 'Gross earnings' represent the amount to which a workman is entitled for the work he has done. 'Net earnings' represent the amount which he receives after deductions for fines, etc. The meanings of the terms 'pay' and 'wages', on the other hand, vary according to the sense in which they are used. They may apply either to a wage rate, or to gross earnings or to variable net earnings. 'Pay' is often used to describe the cash remuneration or 'salary' paid to supervisory and clerical staffs and 'wages' as meaning the remuneration paid to domestic servants, workmen and manual labourers generally. The term 'pay' is seldom used in reports of scientific enquiries into the remuneration of workmen. The term 'wages' is almost invariably used.

For the purposes of the general wage census which covered every perennial factory in the Bombay Presidency proper, it was essential to secure absolute uniformity in the figures returned by each concern for the 'earnings' of each of its workpeople. A definition of the term was included in the instructions printed at the back of every form, and special verbal instructions were also given to the clerical staffs at all factories. The figures to be returned for 'earnings' were to include cash remuneration from basic rates of wages and all allowances such as dearness of food or grain allowances, bonuses for good attendance or for efficient work, payment for double substitute or double *badli* work, pay for holidays or for periods of leave granted with pay and regular cash payments made for travelling to and fro between home and factory. No figures were to be included for wages paid for overtime work partly because there is little overtime in the sense in which the word is usually understood and partly because of the peculiar conditions governing payment for it, which are fully described in the section dealing with this subject (see

pages 27 to 30). All fines were to be deducted but no additions were to be made for the value of rent-free quarters provided by the employer, for travelling allowances and *bhatta* for duty or work away from the factory, and for free railway passes given by the railways to their employees. No deductions were to be made from the net earnings so arrived at for subscriptions to provident funds, income-tax, club fees, medical attendance, housing, etc.

Every concern was visited for the purposes of giving instuctions in the filling up of the forms and it is believed that a large measure of uniformity has been obtained in the returns.

Nature of Compilations Undertaken.

The figures furnished by every factory for each of its workmen included (1) rates of wages for time rated occupations; (2) the number of days *actually worked* by each individual out of the maximum working days in the wage period specified at the top of each form; and, (3) earnings during the specified wage period. The wage period in the vast majority of the "engineering" concerns was the calendar month of May 1934; or, in the case of certain factories of some railways, a book month from a certain date in the earlier part of the month of May to the corresponding date in the following month. In a very few case swhere wage periods shorter than a month were prevalent, the factories concerned were requested to give data for the complete month of May.

The three simple sets of figures returned for every workman in every perennial factory in the Presidency are capable of being tabulated in a variety of ways to show both frequencies and averages of rates, attendance, and earnings and the average earnings of workmen who put in full attendance without any absence. Such tabulations would, however, involve considerable clerical labour and it was therefore necessary to limit compilations of different types of tables as far as possible. The main wages tables Nos. VII to XVI (printed at pages 115 to 152 of this report) for the ten territorial areas into which the Presidency Proper was divided give figures showing the number of workers returned in each occupation, the average percentage attendance of these workers, their average daily earnings and average monthly earnings. Frequency tables for both rates and earnings have been compiled for five important engineering occupations: (1) moulders; (2) fitters; (3) machinists (turners); (4) blacksmiths; and (5) carpenters. The frequency tables for rates of wages have already been dealt with in the previous chapter. A few other subsidiary tabulations, dealt with in other chapters of this report, were also undertaken. No attempt was, however, made to work out frequencies of attendance as was done in the report of the 1926 wage enquiry in selected textile mills in three centres in the Presidency; but the average of percentage attendance figures for each occupation in the main tables contain much information on the subject.

Almost all textile mills in the Presidency and a few other non-engineering factories have big mechanical departments which, if considered as separate units, would represent engineering workshops

on a small scale. In addition to these, most other factories have a small staff of persons with engineering qualifications for undertaking minor repairs and adjustments to plant and machinery. Engineering occupations as such are not therefore confined to engineering workshops alone but are to be found in all types of factories. The average daily and monthly earnings of workmen in the more important of these "common" occupations will be incorporated in the individual reports for each industry. For example, fitters, machinists, carpenters, etc., in textile mills will be dealt with in the report on wages in the textile industry. For purposes of comparison, however, the average daily and monthly earnings of persons in each of these "common" occupations have been included in this report. All the wages tables, therefore, contain two sets of figures "A" and "B" for each occupation group. The "A" figures are for persons employed in engineering concerns only and the "B" figures are for *all* factories or, in other words, for all the workmen returned in each occupation wherever employed. In the comments which follow on earnings in the more important occupations, the summary tables contain the figures for earnings of persons employed in all factories except in the case of such occupations as are largely confined to engineering workshops where the "A" figures only have been given. In some cases the two sets of figures are very similar but in most cases the "B" figures are to a certain extent depressed owing to the smaller earnings of workmen in non-engineering factories. Striking differences will be commented upon; but in all cases reference to the main tables is advised.

Meaning of the term "average".

In the preceding sections we have spoken of 'average percentage attendance', 'average daily earnings' and 'average monthly earnings'. The meaning of these terms is as follows.

Average percentage attendance is the percentage ratio between the total number of days actually worked by all the individuals in a particular occupation or group of occupations and the aggregate of possible working days in the wage periods specified. For example unit "X" returns two moulders who have put in 19 and 25 days respectively out of a possible 26. Unit "Y" returns three moulders who have put in 27, 24 and 20 days out of a possible 27. The aggregate number of days worked by the five moulders is $19+25+27+24+20=115$. Possible

days are $26 \times 2 + 27 \times 3 = 133$. The average percentage attendance for the group is the percentage ratio between 115 and 133 or $\frac{115 \times 100}{133} = 86 \cdot 47$.

Average daily earnings are arrived at by dividing the aggregate of the wages for all the persons in any occupation group or groups by the number of days actually worked during the pay period. For example, if the earnings returned for each of the five moulders in the preceding example are Rs. 40, Rs. 37-8-0, Rs. 54, Rs. 56 and Rs. 47 respectively, the average daily earnings for the group would be the aggregate of these five figures divided by 115 or Rs. 2-0-8 per head.

It will be observed that the figure for "average daily earnings" is obtained by working back from a longer pay period than the day (usually a month). The figure is not computed directly from daily (or hourly) rates and daily hours of work. Muster rolls kept on a monthly basis give the number of days worked and the amount drawn by the worker at the end of the month and this was the information asked for on the census forms. It happens, however, that in the engineering industry (as pointed out in chapter III) leave with pay is given in numerous concerns and the leave is added to the amount earned by the worker for his actual hours of attendance. For example, in some of the forms from concerns granting leave with pay it was found that a man returned as having worked for 17 days in a 27-day working month received Rs. 54, while another man working for 17 days received only Rs. 34. The difference was due to the Rs. 54-man having been given 10 days leave on his daily rate of pay (Rs. 2). The "average daily earnings" of these two workmen would therefore come to Rs. $88 \div 34$ or Rs. 2-9-5 whereas if the leave with pay had been shown as "days worked" the average would have been Rs. $88 \div (17 + 10) + (17) = 44$ or Rs. 2. Spread over a large number of workpeople, the difference between the figures arrived at by including or excluding leave with pay is negligible and leave with pay practically does not exist at all in the non-engineering factories covered by this report. But the fact is mentioned here in order that the meaning of the term "average daily earnings" shall be clearly understood.

Average monthly earnings can only be ascertained where the figures for the earnings returned are for uniform wage periods of one month or where figures for weekly or other periods can be conveniently converted to those for a month. In the examples quoted above, a calendar month was adopted. The average monthly earnings of the five moulders are

arrived at by dividing the aggregate of the earnings given above by 5. The result is Rs. 46–14–5 per month. If figures were compiled for average number of days worked instead of for average percentage attendance, a similar result would be secured by multiplying the figure for average daily earnings (Rs. 2–0–8) by the average number of days worked (in the example cited by 115 ÷ 5 or 23).

We now proceed to examine the figures for earnings in some of the more important occupations in the engineering industry. In cases where certain occupations are almost wholly paid on the basis of monthly rates of wages, comments are confined to the figures for average monthly earnings. In all other cases the average daily earnings have been selected for comment. As it is of interest, however, to compare the average monthly earnings in some of the more important occupations, a special table covering fitters, machinists, blacksmiths, moulders, carpenters and painters has been compiled. Comparatively, very few workmen in engineering occupations are paid on piece rates; and, wherever any occupation has a few workmen on piece work prices, they are shown separately in the main tables. No special comments for workers on piece rates will therefore be made in this chapter.

Earnings in some Important Occupations.

In the summary tables which are incorporated in this chapter average daily or monthly earnings are given for workers in some selected occupations in each of ten territorial areas into which the Presidency proper was divided for the purposes of the general wage census and also for the Presidency proper as a whole. Three of the ten areas are Bombay City, Ahmedabad City and Sholapur City. Ahmedabad and Sholapur cities are, however, the capital towns of districts of these names. Two other areas are the "Ahmedabad, Kaira and Panchmahals Districts" and the "Sholapur and Satara Districts". In each of these two cases the figures relating to Ahmedabad City and Sholapur City have been excluded. In all the summary tables the numbers of workmen to which each of the averages given relate are shown in brackets under the average, and for areas where no workmen of a particular type were returned, the word "*nil*" has been entered. In considering the figures much weight should not be attached to averages for occupations in areas which have only a few workmen.

The most representative averages in the case of almost all occupations are those for Bombay City where both the G. I. P. and the B. B. & C. I. Railways have large locomotive, carriage and wagon workshops and where the vast majority of the larger engineering factories of the Presidency are situated. Bombay City also possesses many of the smaller engineering concerns. Nearly 60 large working textile mills and

numerous other factories add their quotas of workpeople to the engineering occupations. In Ahmedabad City, the figures for all engineering occupations relate almost entirely to the eighty odd textile mills in that city. The figures for the Belgaum, Dharwar, etc., area are dominated by the large number of workers from the big workshop of the M. & S. M. Railway at Hubli. In the same way, the averages for the "Ahmedabad, Kaira and Panchmahals" and the "Broach and Surat" areas are almost entirely controlled by the locomotive construction and repair shops of the B. B. & C. I. Railway at Dohad and at Bulsar.

The Poona, Nasik and Ahmednagar area has a fair sprinkling of factories of all types and in this respect approximates more to Bombay City than any other area. But the figures for this area are to some extent affected by the large number of comparatively low paid workpeople employed in the Ammunition Factory at Kirkee. Apart from one small railway workshop, two or three railway running sheds and the Cooper Engineering Works at Satara Road, the Sholapur City and the Sholapur and Satara areas have no engineering workshops of any particular importance and the workpeople in engineering occupations in these two areas come mainly from the textile mills located in the Sholapur District. The Bombay Suburban, Thana, Kolaba and Ratnagiri area is dominated to a great extent by the G. I. P. Railway, the Tata and the Andhra Valley Electric Power Houses and by the Electric Workshops of the G. I. P. Railway. Finally, the two Khandesh Districts include engineering workmen from the large G. I. P. Railway workshops and running sheds at Bhusawal and from the textile mills in Chalisgaon, Jalgaon, Amalner and Dhulia.

This brief outline of the industrial character of each of the ten census areas has been given so as to show the averages given in the summary tables which follow in their proper perspective and prevent misleading conclusions being drawn with regard to those areas showing higher wages as compared with others.

Subordinate Supervisory Occupations.

All persons returned in the higher supervisory occupations such as managers, engineers, foreman, etc. and also in all clerical occupations from all factories in the Presidency will be dealt with in a special report entitled. "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency." Almost all factories, however, have a nucleus of subordinate supervisory staffs recruitment for which is often effected from the more efficient workmen. In engineering workshops and in the mechanical departments of textile mills and a few of the larger non-engineering factories, these occupations are chargemen, maistries and muccadams—occupations which are monthly-rated in all factories. Maistries may be "general

maistries " or they may be attached to particular departments in which case they are called " fitter maistries ", " carpenter maistries " and so on. The main tables give the figures for average daily and monthly earnings for each of various types of maistries. In the following table, however, all maistries have been grouped together and a fresh set of averages of monthly earnings has been compiled for each area. " Muccadams " are the headmen of gangs of unskilled labourers or coolies.

Average monthly earnings in Subordinate Supervisory Occupations—All factories.

Area.	Chargemen	Maistries.	Muccadams
	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	197 3 0 (430)	104 8 4 (507)	38 14 0 (579)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	207 3 0 (24)	108 9 2 (28)	37 7 7 (84)
3. Ahmedabad City	241 11 6 (2)	94 5 2 (123)	30 14 11 (65)
4. Ahmedabad, Kaira and Panchmahals ..	217 15 7 (9)	170 7 9 (60)	39 14 4 (18)
5. Broach and Surat	221 9 0 (2)	95 10 8 (3)	39 12 7 (10)
6. East and West Khandesh	261 4 0 (12)	85 10 4 (26)	38 2 7 (27)
7. Poona, Nasik and Ahmednagar ..	222 3 11 (40)	104 2 5 (105)	36 10 11 (143)
8. Sholapur City	263 12 0 (2)	76 15 8 (11)	23 5 8 (69)
9. Sholapur and Satara	149 0 0 (5)	95 0 0 (2)	19 8 2 (3)
10. Belgaum, Dharwar, Bijapur and Kanara	154 1 1 (79)	87 11 9 (7)	31 11 10 (56)
Presidency Proper ..	195 3 10 (605)	106 10 5 (872)	36 8 7 (1,054)

The high figures for the average monthly earnings of chargemen in Sholapur City, East and West Khandesh and in Ahmedabad City are influenced by men coming from railway workshops and running sheds and it is possible that some of these men may be seniors in their respective time scales. Chargemen in the Belgaum, Dharwar, etc., area with an average of Rs. 154 per month compare rather unfavourably with those in most of the other areas. The general average of Rs. 195 for the Presidency approximates to the predominant rate of about Rs. 200 per month paid to persons in this occupation.

The outstanding figure in the above table is the monthly average of Rs. 170 earned by 60 maistries in the Ahmedabad, Kaira and Panchmahals area as against averages approximating to about Rs. 105 per month for over 600 maistries in the Bombay City and in the Poona, Nasik, etc., areas. Sholapur City with an average of Rs. 76-15-8 returns the lowest average ; and, most of the summary tables which follow will

show that the Sholap... ...y ...d the Sholapur and Satara areas are the lowest wage paying areas in the Presidency.

Omitting the average of Rs. 19-8-0 and Rs. 23-6-0 per month for three muccadams in the Sholapur and Satara area and for 69 muccadams in Sholapur City, the monthly averages for all other areas range between Rs. 30 and Rs. 40 and here again, the Presidency average of Rs. 36-8-0 per month represents the predominant rate paid to muccadams in most factories in the Presidency.

Occupations in Engine and Boiler Rooms.

As in the case of persons employed in subordinate supervisory occupations, all persons employed in engine and boiler rooms are on monthly rates of wages. The following table sets out the average monthly earnings in five principal occupations.

Average monthly earnings for certain occupations in Boiler Rooms—All Factories.

Area.	Steam Engine Drivers.	1st Class Boiler Attendants	2nd Class Boiler Attendants	Engine and Boiler Cleaners.	Firemen.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City ..	73 10 0 (117)	72 4 8 (58)	47 10 0 (84)	24 11 10 (92)	33 9 11 (481)
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	57 9 10 (10)	67 3 3 (6)	43 5 8 (10)	24 4 4 (75)	34 0 10 (33)
3. Ahmedabad City ..	39 5 10 (134)	79 11 5 (71)	64 14 4 (46)	21 11 6 (79)	35 0 0 (374)
4. Ahmedabad, Kaira and Panchmahals.	51 10 11 (9)	114 0 0 (2)	43 0 5 (7)	17 13 9 (3)	25 3 7 (31)
5. Broach and Surat ..	27 7 3 (8)	68 13 11 (4)	40 14 8 (3)	23 15 2 (114)	25 15 1 (24)
6. East and West Khandesh.	44 2 9 (25)	56 5 3 (7)	29 3 3 (9)	18 0 6 (290)	25 9 1 (58)
7. Poona, Nasik and Ahmednagar.	25 13 9 (52)	56 13 7 (8)	37 1 11 (10)	17 5 11 (159)	22 5 5 (65)
8. Sholapur City ..	41 14 11 (8)	44 5 10 (10)	22 6 5 (2)	16 3 9 (72)	22 9 3 (66)
9. Sholapur and Satara ..	26 4 5 (4)	76 0 0 (2)	32 2 9 (1)	9 8 5 (6)	26 6 1 (8)
10. Belgaum, Dharwar, Bijapur and Kanara.	34 4 3 (12)	68 4 0 (2)	50 9 7 (5)	18 2 5 (94)	23 3 7 (60)
Presidency Proper ..	48 10 11 (379)	72 8 0 (170)	50 0 0 (177)	19 13 5 (984)	31 6 9 (1,200)

The average monthly earnings of steam engine drivers vary widely over the ten areas of the Presidency and range from as low a figure as Rs. 25-13-9 for 52 men in the Poona, Nasik and Ahmednagar area to nearly three times as much for 117 men in Bombay City. Sholapur City comes fifth on the list but this is due to the inclusion of steam engine

drivers from the several big textile mills in that city. The rates paid to persons in this occupation vary according to the types and sizes of the engines which they are asked to mind and the general average of about Rs. 50 per month for the Presidency offers little indication of prevalent rates.

Boiler attendants have to hold 1st or 2nd class certificates obtained after a Government examination. First class boiler attendants are paid anything from Rs. 55 to Rs. 125 per month or more except in Sholapur City. A peculiarity in the figures for this occupation is the similarity in the averages for 58 men in Bombay City and for 170 men in the whole presidency. Forty-six second class boiler attendants in Ahmedabad City earned 38 per cent. higher wages than 84 similar men in Bombay City. It is probable that the high average for Ahmedabad is due to the fact that the mills there are run by steam power involving in each unit a number of large boilers with skilled attendants while in Bombay most of the mills run on electric power, the steam plant being subsidiary. Moreover, many firms have only single boilers for which only a 2nd class attendant is required. The general average of Rs. 50 for the Presidency is about equivalent to the predominant rate for this class.

The earnings of both classes of boiler attendants and of firemen are generally higher in Ahmedabad City as compared with other areas, in the Presidency ; although as far as firemen are concerned both Bombay City and the Bombay Suburban, etc., area run Ahmedabad very close. The figures for firemen in the remaining seven areas vary within very narrow limits and the maximum variation amounts to less than Rs. 4 per month. The percentage attendance of the six engine and boiler cleaners in the Sholapur and Satara area is 84 (main table No. XV page 147). The average monthly earnings of Rs. 9–8–5 for the group is, therefore, typical of the general low level of wages in these districts ; and although Sholapur City shows an average of Rs. 16–4–0 per month for 72 men, this is more than Rs. 8 per month lower than the averages for the Bombay City and the Bombay Suburban, etc., areas.

Electrical Occupations.

The Bombay Presidency to-day is the foremost province in India in the quantity of electric power which it generates for industrial purposes. In addition to the three large Tata and Andhra Valley Power Houses at Bhira, Khopoli and Bhivpuri, the G. I. P. Railway has its own power house at Thakurli. Most of the electrically driven textile mills in Bombay City take their power from one or the other of the Tata stations but there are also some cotton mills which generate their own power. Several district towns too now have their own electric power houses but some of these are not "factories" for the purposes of the Indian Factories Act. The electrification of the local service lines of the B. B. & C. I. and the G. I. P. Railways and of portions of the main lines of the G. I. P. Railway together with the wide use of electricity for industrial purposes have been responsible for the employment of large numbers of highly

skilled workmen and the following table shows the average daily earnings of workers in the more important electrical occupations in such areas of the Presidency as have them.

Average Daily Earnings in important Electrical Occupations in certain areas—All Factories.

Occupations.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba.	Ahmedabad City.	Ahmedabad, Kaira and Panchmahals.	Poona, Nasik and Ahmednagar.	Sholapur City.	Belgaum, Dharwar, Bijapur and Kanara.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Electric motormen ..	1 1 11 (349)	1 0 3 (15)	1 3 6 (49)	0 14 5 (2)	*Nil.*	0 12 1 (6)	0 12 2 (9)
Superior switchboard attendants.	4 4 2 (5)	8 1 3 (9)	*Nil.*	*Nil.*	*Nil.*	*Nil.*	*Nil.*
Ordinary switchboard attendants.	2 10 4 (68)	1 11 8 (9)	1 15 1 (57)	3 10 10 (4)	2 1 6 (14)	1 2 9 (11)	*Nil.*
Superior armature winders.	2 15 8 (43)	3 9 0 (18)	*Nil.*	3 2 1 (3)	2 13 4 (2)	*Nil.*	*Nil.*
Ordinary armature winders.	1 13 2 (43)	*Nil.*	*Nil.*	*Nil.*	*Nil.*	1 12 8 (1)	1 10 3 (2)
All round electricians.	3 4 7 (49)	4 11 3 (2)	2 14 7 (4)	3 0 7 (1)	2 13 7 (1)	1 13 9 (6)	2 5 8 (5)
Superior wiremen ..	2 10 3 (269)	2 11 4 (8)	2 6 10 (36)	*Nil.*	2 3 4 (9)	2 1 8 (1)	*Nil.*
Ordinary wiremen ..	1 8 0 (202)	1 7 0 (10)	1 5 9 (52)	1 5 7 (2)	1 4 9 (16)	1 3 11 (18)	1 5 8 (15)
Superior electrical fitters.	2 12 0 (155)	3 4 5 (66)	3 9 2 (1)	2 7 8 (14)	2 14 7 (3)	*Nil.*	3 2 2 (7)
Ordinary electrical fitters.	1 9 11 (47)	1 7 11 (55)	0 12 9 (1)	1 7 11 (10)	1 2 3 (4)	1 4 2 (4)	1 10 10 (11)

The average daily earnings of superior switchboard attendants in the Bombay Suburban, Thana, Ratnagiri and Kolaba area are nearly double those of similar men in Bombay City but ordinary switchboard attendants earn about a rupee a day less. Superior armature winders, superior electrical fitters and all round electricians in the Bombay Suburban, etc., area generally earn more than similar workmen in any other area of the Presidency but it must be pointed out that all the main electrical power houses and electric railway repair shops are located in this area and it is only natural, therefore, that the most efficient men with the highest rates of wages should be found there.

The one occupation that shows a remarkably consistent level of average daily earnings in all areas of the Presidency is that of ordinary wiremen the maximum variation in daily earnings being only a fraction over four annas—the range being from Rs. 1-4-0 per day in Sholapur City to Rs. 1-8-0 per day in Bombay City. On the other hand, an occupation with an extremely wide variation in wage levels is that of ordinary

switchboard attendants who earn as little as Rs. 1–2–9 per day in Sholapur City as against Rs. 3–10–10 per day in the Ahmedabad, Kaira and Panchmahals area and Rs. 2–10–4 per day in Bombay City. The figures for the remaining areas and occupations do not call for any special comment.

Occupations in Smithy Shops.

In ordinary parlance, "smithy shops" would only cover blacksmiths and hammermen or strikers but in the following table the average daily earnings of tinsmiths and coppersmiths have also been included for purposes of comparison.

Average Daily Earnings in Occupations in Smithy Shops—All Factories.

Area.	Superior Blacksmiths.	Ordinary Blacksmiths.	Strikers.	Tinsmiths.	Coppersmiths.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City ..	2 12 0 (341)	1 7 0 (193)	1 2 11 (677)	2 1 3 (239)	1 15 11 (214)
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	2 10 8 (19)	1 9 4 (15)	1 0 2 (27)	1 12 4 (22)	3 12 3 (4)
3. Ahmedabad City ..	2 5 4 (75)	1 10 2 (38)	1 1 1 (93)	1 14 6 (70)	2 13 2 (3)
4. Ahmedabad, Kaira and Panchmahals.	3 8 6 (56)	1 8 10 (8)	1 2 9 (104)	2 4 9 (16)	3 6 0 (22)
5. Broach and Surat ..	2 13 9 (3)	1 7 6 (5)	0 12 10 (8)	1 11 11 (6)	4 3 9 (1)
6. East and West Khandesh.	2 6 6 (4)	1 8 0 (17)	0 13 1 (27)	1 8 7 (17)	1 12 4 (5)
7. Poona, Nasik and Ahmednagar.	2 5 10 (12)	1 6 7 (50)	0 11 4 (40)	1 5 3 (50)	1 1 11 (14)
8. Sholapur City ..	*Nil.*	1 7 2 (22)	0 12 2 (22)	1 7 1 (15)	1 8 5 (1)
9. Sholapur and Satara ..	2 5 11 (2)	1 0 10 (15)	0 9 8 (12)	0 13 6 (5)	1 4 9 (6)
10. Belgaum, Dharwar, Bijapur and Kanara.	2 15 7 (45)	1 6 2 (48)	1 2 5 (162)	1 14 6 (21)	2 7 0 (27)
Presidency Proper ..	2 12 3 (557)	1 7 1 (411)	1 1 11 (1,172)	1 14 4 (461)	2 1 10 (297)

Except for the Ahmedabad, Kaira and Panchmahals and the Belgaum, Dharwar, etc., areas where superior blacksmiths earn average daily wages amounting to Rs. 3–8–6 and Rs. 2–15–7 respectively, the average earnings in this occupation do not appear to show a wide variation as between the remaining areas. It is interesting to observe that the general averages for both superior and ordinary blacksmiths for the whole of the Presidency Proper are more or less the same as those for Bombay City. Sholapur City employs no blacksmiths on rates of Rs. 2 per day or Rs. 54 per month and over and the general average for blacksmiths for that area is Rs. 1–7–2 per day as against Rs. 2–4–5 per day for all blacksmiths in Bombay City (main table No. VII page 118). The difference between the average daily earnings of superior and ordinary blacksmiths

in Ahmedabad City is a little more than eleven annas. In the remaining areas superior blacksmiths earn nearly, or more than, double what ordinary blacksmiths do.

The average daily earnings of hammermen or strikers vary between Re. 1 and Rs. 1-3-0 per day in five areas and range between eleven and thirteen annas per day in four other areas. Hammermen in the Sholapur and Satara area earn 9 annas 8 pies per day as against Rs. 1-2-11 per day in Bombay City.

The earnings of both tinsmiths and coppersmiths show very wide variations as between the different areas; and, again, the averages for Sholapur City and the Sholapur and Satara area are among the lowest in the Presidency.

Occupations in Moulding Shops.

The chief occupations in moulding shops are those of patternmakers, moulders, furnacemen and chippers. Not all factories that do moulding work engage men for chipping alone and in cases where special chippers are not provided, the work is done either by the moulders themselves or by the general body of semi-skilled workmen known as mechanics' assistants who are to be found in all engineering workshops. The following table sets out the average daily earnings in each of the five occupations specified above.

Average daily earnings for certain occupations in the Moulding Department—All Factories.

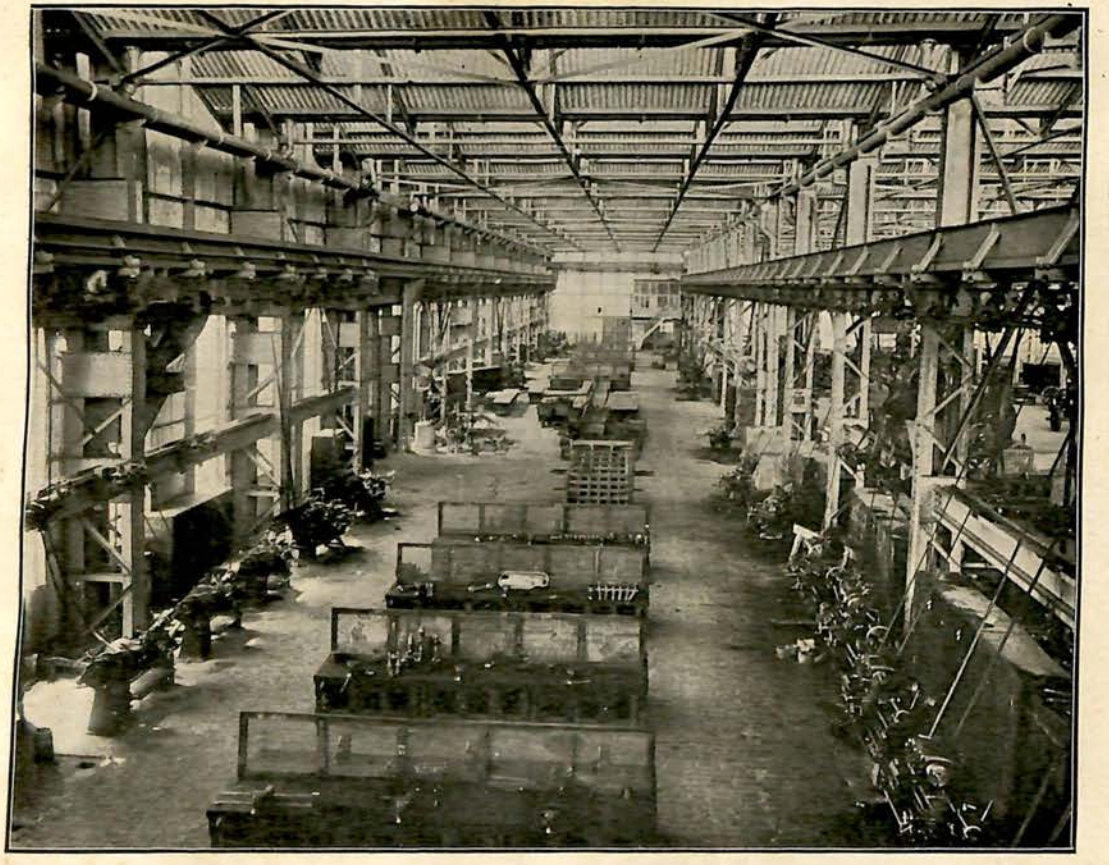
Area.	Pattern-makers.	Superior moulders.	Ordinary moulders.	Furnace-men.	Chippers.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City ..	2 9 0 (167)	2 11 3 (241)	1 6 1 (321)	1 3 6 (173)	1 2 9 (136)
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	2 0 10 (5)	2 8 8 (2)	1 1 6 (9)	0 11 6 (4)	1 6 1 (10)
3. Ahmedabad City ..	2 10 11 (30)	2 3 9 (31)	1 6 4 (123)	1 14 6 (8)	0 15 10 (25)
4. Ahmedabad, Kaira and Panchmahals.	3 5 11 (18)	3 5 6 (79)	1 11 2 (15)	1 6 8 (13)	*Nil.*
5. Broach and Surat ..	2 4 9 (1)	*Nil.*	1 9 2 (4)	*Nil.*	*Nil.*
6. East and West Khandesh.	2 4 6 (2)	2 10 4 (3)	1 4 5 (11)	1 5 0 (5)	0 14 0 (2)
7. Poona, Nasik and Ahmednagar.	1 14 5 (6)	2 4 11 (15)	1 0 8 (43)	0 14 10 (31)	0 10 7 (9)
8. Sholapur City ..	1 10 3 (2)	2 5 9 (1)	1 5 6 (13)	*Nil.*	*Nil.*
9. Sholapur and Satara ..	1 7 6 (4)	2 9 6 (4)	0 11 5 (45)	0 8 8 (4)	*Nil.*
10. Belgaum, Dharwar, Bijapur and Kanara.	2 0 11 (12)	2 15 0 (15)	1 5 7 (42)	1 10 1 (9)	0 12 0 (1)
Presidency Proper ..	2 8 10 (247)	2 12 7 (391)	1 5 0 (626)	1 3 6 (247)	1 2 0 (183)

The average daily earnings of patternmakers and both superior and ordinary moulders in the Ahmedabad, Kaira and Panchmahals area are higher than in any other area in the Presidency due to the Dohad workshops. The earnings of patternmakers vary widely and range between Rs. 1-7-6 per day in the Sholapur and Satara area and Rs. 3-5-11 in the Ahmedabad, Kaira, etc., area. Thirty patternmakers in Ahmedabad City averaged Rs. 2-10-11 per day as against Rs. 2-9-0 per day for 167 patternmakers in Bombay City. The maximum variation in the average daily earnings for superior moulders is a little more than a rupee. Belgaum, Dharwar, etc., area with an average of Rs. 2-15-0 per day for 15 superior moulders comes next to Ahmedabad, Kaira and Panchmahals with Rs. 3-5-6 per day for 79 moulders in this class. Bombay City is a close third with Rs. 2-11-3 per day for 241 superior moulders. Ordinary moulders in the Sholapur and Satara area averaged less than half the amounts for this class in the Broach and Surat and the Ahmedabad, Kaira and Panchmahals areas.

The earnings in the semi-skilled occupation of furnacemen also vary widely between area and area and the highest rated men in this occupation were returned from the Belgaum, Dharwar, etc. area. The figures for chippers have been included in the above table owing to the fair number returned for Bombay City. The average daily earnings for chippers are about the same as those for mechanics' assistants who will be dealt with in a later section.

Fitters and Machinists (Turners).

We now come to the most important of all the engineering occupations, viz., fitters and machinists or turners. Whilst dealing with rates of wages in the previous chapter we stated that almost every factory in the Bombay Presidency has one or more fitters for carrying out minor repairs or adjustments to plant or machinery. Several non-engineering factories also have one or more lathemen or machinists. The variations in the rates paid to these two groups of workpeople have been dealt with in the previous chapter. We shall have more to say about the average monthly earnings of all workmen in each of these two occupations; but following the procedure so far adopted, we give the average daily earnings for each of the three classes into which these two occupations have been graded in the following table.



FITTING SHOP OF THE B. B. & C. I. RAILWAY LOCO WORKSHOPS
AT FREELANDGUNJ, DOHAD

[*To face page* 78

Average daily earnings of different types of time-rated Fitters and Machinists (Turners)—All Factories.

Area.	Special fitters.	Superior fitters.	Ordinary fitters.	Special machinists.	Superior machinists.	Ordinary machinists.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	4 0 7	2 12 7	1 8 9	4 6 5	2 11 6	1 8 11
	(150)	(2,371)	(1,404)	(36)	(975)	(603)
2. Bombay Suburban, Thana, Ratnagiri and Kolaba.	4 7 0	2 12 5	1 6 5	5 0 0	2 13 5	1 7 2
	(5)	(191)	(208)	(1)	(33)	(55)
3. Ahmedabad City ..	5 4 0	2 8 6	1 6 8	*Nil.*	2 6 1	1 6 4
	(5)	(375)	(392)		(136)	(179)
4. Ahmedabad, Kaira and Panchmahals.	5 6 1	3 7 0	1 7 5	4 14 0	3 0 4	1 7 9
	(31)	(312)	(68)	(4)	(156)	(89)
5. Broach and Surat ..	*Nil.*	3 10 0	1 4 10	*Nil.*	2 14 1	1 5 5
		(36)	(30)		(9)	(9)
6. East and West Khandesh ..	6 0 3	2 11 7	1 7 10	*Nil.*	2 7 4	1 3 8
	(1)	(37)	(246)		(9)	(57)
7. Poona, Nasik and Ahmednagar.	5 0 8	2 10 3	1 7 6	4 9 0	2 11 10	1 5 6
	(2)	(147)	(300)	(1)	(63)	(102)
8. Sholapur City	*Nil.*	2 9 1	1 4 11	*Nil.*	2 4 1	1 4 1
		(18)	(125)		(4)	(27)
9. Sholapur and Satara ..	4 0 5	2 9 3	1 3 6	*Nil.*	2 7 0	1 1 6
	(1)	(17)	(40)		(6)	(27)
10. Belgaum, Dharwar, Bijapur, and Kanara.	4 9 4	2 11 11	1 7 2	4 6 5	2 9 4	1 6 10
	(10)	(153)	(303)	(4)	(69)	(101)
Presidency Proper ..	4 11 9	2 12 11	1 7 9	4 7 2	2 11 4	1 7 5
	(205)	(3,057)	(3,176)	(46)	(1,460)	(1,249)

There are several striking features in the figures contained in the above table. The Ahmedabad, Kaira and Panchmahals and the Broach and Surat areas—areas dominated by the B. B. & C. I. Railway workshops at Dohad and Bulsar—again show the highest average daily earnings for both special and superior fitters and for special and superior machinists. If these two areas are omitted, the figures for the average daily earnings for both superior fitters and for superior machinists in all the remaining eight areas are exceptionally close,—the average daily earnings for superior fitters varying between Rs. 2-8-6 for 375 men in Ahmedabad City to Rs. 2-12-7 for 2,371 men in Bombay City, and those for superior turners varying between Rs. 2-4-1 for four men in Sholapur City to Rs. 2-13-5 for 33 men in the Bombay Suburban, etc., area. The figures for ordinary fitters in all ten areas are also very close with slight departures from the general average of about Rs. 1-8-0 per day for the whole of the Presidency Proper. Ordinary machinists in the Sholapur and Satara area earned a fraction over a rupee per day. If this area is omitted, the variation for this group is between Rs. 1-3-8 for 57 men in

the East and West Khandesh area and Rs. 1–8–11 for 603 men in Bombay City.

It is noteworthy that 1,460 superior machinists in all perennial factories in the Presidency earn almost as much as the 3,657 superior fitters in these factories do ; and that both the 1,249 ordinary machinists and the 3,176 ordinary fitters earn, on an average, between Rs. 1–7–0 and Rs. 1–8–0 per day.

As has already been pointed out in a preceding section, the figures for average daily and monthly earnings in all occupations are shown separately in the main tables for engineering concerns only (" A " figures) and for all perennial factories including engineering concerns (" B " figures). In most cases the "A" figures show slightly higher averages as compared with the "B" figures but in many cases the two sets show striking similarities. In a few cases, however, the inclusion of workpeople from non-engineering concerns has tended to increase considerably the general averages for all the workmen in those occupations. For example, the average daily earnings for 67 ordinary fitters in engineering concerns in Ahmedabad City are fifteen annas and four pies. The addition of 325 ordinary fitters mainly coming from textile mills in that city—brings the general average for this group in that area to Rs. 1–6–8, but the average daily earnings of Rs. 3–1–1 for 58 superior fitters are reduced to Rs. 2–8–6 in the general average by the addition of 317 superior fitters from non-engineering concerns. 1,104 ordinary fitters in engineering concerns in Bombay City earned, on an average, Rs. 1–8–10 per day. The inclusion of 360 other ordinary fitters leaves the general average almost unchanged. Twenty-three ordinary fitters in engineering concerns in Sholapur City earned an average of Rs. 1–10–1 per day but the inclusion of a little over 100 men from the textile mills in that city has brought down the general average for that area to Rs. 1–4–11 per day. The averages for superior fitters are identical, viz., Rs. 2–9–0 per day for seven men in engineering concerns and Rs. 2–9–1 per day for 18 men from all concerns. Readers of this report may be referred to the main tables for further comparisons regarding differences in averages between engineering concerns and all factories.

Occupations in Boilermaking and Rivetting Departments.

In the following table we give the average daily earnings of superior and ordinary boilermakers and of rivetters and their assistants who are

BOILER SHOP OF THE B. B. & C. I. RAILWAY LOCO WORKSHOP
AT FREELANDGUNJ, DOHAD

[*To face page* 80

called "rivet heaters" or "rivet holders". As non-engineering concerns do not have workmen in these occupations, the figures are confined to engineering concerns alone.

Average Daily Earnings of Boilermakers and Riveters and Rivet Holders and Heaters—Engineering Factories.

Area.	Superior Boiler-makers.	Ordinary Boiler-makers.	Riveters.	Rivet heaters and holders.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	2 13 3 (267)	1 10 1 (193)	1 13 1 (976)	1 0 6 (234)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	2 15 9 (10)	1 2 10 (211)	1 7 5 (10)	1 1 3 (33)
3. Ahmedabad City	*Nil.*	*Nil.*	1 9 4 (3)	*Nil.*
4. Ahmedabad, Kaira and Panch Mahals.	3 12 3 (53)	*Nil.*	2 10 5 (103)	1 8 4 (53)
5. Broach and Surat	3 13 1 (11)	*Nil.*	*Nil.*	*Nil.*
6. East and West Khandesh ..	3 0 0 (7)	1 8 3 (34)	*Nil.*	*Nil.*
7. Poona, Nasik and Ahmednagar ..	2 4 2 (6)	1 6 3 (22)	1 5 7 (10)	0 7 6 (9)
8. Sholapur City	2 5 7 (2)	1 8 9 (14)	*Nil.*	*Nil.*
9. Sholapur and Satara	3 0 8 (4)	1 3 7 (3)	0 15 10 (5)	0 5 10 (5)
10. Belgaum, Dharwar, Bijapur and Kanara.	3 4 2 (40)	1 8 8 (4)	1 12 6 (110)	1 2 7 (156)
Presidency Proper	3 0 6 (400)	1 6 4 (481)	1 14 0 (1,217)	1 1 10 (490)

The average daily earnings of superior boilermakers vary from Rs. 2-4-2 for the Poona, Nasik and Ahmednagar area to Rs. 3-13-1 in the Broach and Surat area. A significant feature in the figures relating to boilermakers is the fact that all boilermakers in the Ahmedabad, Kaira and Panch Mahals and in the Broach and Surat areas fall under the "superior" grade and that none were rated at below Rs. 2 per day or Rs. 54 per month. The average of Rs. 2-13-3 for 267 superior boilermakers in Bombay City approximates very closely to the averages for the superior grades among blacksmiths, moulders, fitters and machinists. The Belgaum, Dharwar, etc., area returned 40 superior boilermakers with a daily average earning of Rs. 3-4-2 and only four men in the ordinary grade with Rs. 1-8-8 per day.

Riveters and rivet heaters and holders in the Ahmedabad, Kaira and Panch Mahals area earn nearly three and four times as much as persons in these occupations do in the Sholapur and Satara area and the average of Rs. 2-10-5 per day for 103 riveters in the former area also compares very favourably with that of Rs. 1-13-1 per day for 976 riveters in Bombay City. The remaining figures are self explanatory and do not call for special comment.

Main Occupations in Carpentry and Painting Shops.

The average daily earnings for some of the more important occupations in carpentry and painting shops are given in the following table.

Average daily earnings in selected occupations in Carpentry and Painting Shops—All Factories.

Area.	Superior carpenters.	Ordinary carpenters.	Sawyers.	Sawbench attendants.	Superior painters.	Ordinary painters.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	2 11 8 (1,475)	1 8 5 (1,057)	1 13 10 (68)	1 0 7 (90)	2 10 10 (399)	1 7 2 (778)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	2 5 8 (54)	1 5 0 (78)	*Nil.*	*Nil.*	2 7 3 (2)	1 1 9 (27)
3. Ahmedabad City ..	2 6 4 (277)	1 9 4 (137)	1 2 8 (11)	*Nil.*	3 5 11 (4)	1 6 7 (20)
4. Ahmedabad, Kaira and Panch Mahals.	2 11 1 (19)	1 7 9 (16)	2 10 3 (1)	*Nil.*	2 14 7 (6)	1 3 1 (17)
5. Broach and Surat ..	2 6 2 (4)	1 8 8 (14)	0 11 8 (16)	*Nil.*	*Nil.*	*Nil.*
6. East and West Khandesh ..	2 10 0 (5)	1 7 1 (37)	*Nil.*	0 9 5 (8)	*Nil.*	1 7 11 (7)
7. Poona, Nasik and Ahmednagar.	2 3 5 (23)	1 5 7 (129)	1 5 5 (19)	0 11 7 (5)	2 11 9 (4)	1 3 3 (49)
8. Sholapur City ..	*Nil.*	1 3 0 (63)	1 2 1 (2)	0 13 7 (2)	*Nil.*	1 1 6 (10)
9. Sholapur and Satara ..	2 8 3 (3)	1 2 1 (20)	*Nil.*	*Nil.*	2 9 6 (2)	0 15 5 (7)
10. Belgaum, Dharwar, Bijapur and Kanara.	2 11 3 (104)	1 7 4 (124)	*Nil.*	0 13 8 (39)	2 10 9 (18)	1 10 1 (75)
Presidency Proper	2 10 7 (1,964)	1 7 8 (1,675)	1 8 8 (117)	0 15 3 (150)	2 10 11 (430)	1 6 10 (990)

The Ahmedabad, Kaira and Panch Mahals area has not returned carpenters and painters with the same high levels of average earnings as was the case with most of the other occupations which we have so far dealt with. The average of Rs. 2–11–1 per day for superior carpenters is slightly lower than the averages for Bombay City and the Belgaum, Dharwar, etc. areas. The vast majority of the workmen employed in these occupations are employed in factories in Bombay City and the figures for the remaining areas are, in most cases, affected by the smallness of the numbers returned and no useful purpose would therefore be served by commenting upon them.

Occupations in Motor Repair Shops and Motor Transport.

The vast majority of motor repair shops in the districts in the Bombay Presidency do not employ twenty or more persons and they are, therefore, not "factories" for the purposes of the Indian Factories Act. As the general wage census only covered "factories", no figures showing the wages paid in these small workshops are available. The Bombay Suburban, Thana, etc. and the Poona, Nasik, etc. areas had only one such factory each; and apart from these two areas no other area has any figures for comparison with those for Bombay City. The following table sets out the average daily earnings for motor mechanics and the average *monthly* earnings for motor drivers and cleaners corrected to half a rupee.

The small number of motor and lorry drivers returned for Ahmedabad as compared with Bombay suggests that motor transport is largely done on contract in the latter centre and the contractors' drivers would not come into the census. This is borne out by the fact that none of the factories returned any motor mechanics while Bombay returned 110.

Average earnings in selected occupations in Motor Repair Shops and Motor Transport—All Factories.

Area.	Superior motor mechanics.	Ordinary motor mechanics.	Motor and lorry drivers.	Motor and lorry cleaners.
	(Daily earnings).		(Monthly earnings).	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	2 10 1 (186)	1 2 9 (110)	63 8 0 (405)	25 8 0 (228)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	2 8 0 (1)	*Nil.*	56 0 0 (27)	21 0 0 (18)
3. Ahmedabad City ..	*Nil.*	*Nil.*	50 0 0 (46)	21 0 0 (30)
4. Ahmedabad, Kaira and Panch Mahals.	*Nil.*	*Nil.*	36 0 0 (4)	17 8 0 (2)
5. Broach and Surat	*Nil.*	*Nil.*	31 8 0 (5)	12 8 0 (3)
6. East and West Khandesh ..	*Nil.*	*Nil.*	31 8 0 (10)	15 8 0 (2)
7. Poona, Nasik and Ahmednagar ..	3 7 4 (3)	1 3 11 (3)	34 0 0 (24)	10 8 0 (12)
8. Sholapur City ..	*Nil.*	*Nil.*	31 8 0 (13)	17 8 0 (1)
9. Sholapur and Satara ..	*Nil.*	*Nil.*	24 8 0 (5)	12 0 0 (1)
10. Belgaum, Bijapur, Dharwar and Kanara.	*Nil.*	*Nil.*	27 0 0 (6)	16 0 0 (1)
Presidency Proper	2 10 4 (190)	1 2 9 (113)	58 2 1 (545)	23 2 0 (298)

The variations in the average monthly earnings of motor drivers in ten different territorial areas in the Bombay Presidency are exceptionally

wide; but a significant feature of the figures is that three widely separated areas return the same average monthly figure of Rs. 31-8-0 for drivers. Motor drivers in Ahmedabad City earn an average of Rs. 50 per month as against nearly Rs. 65 per month in Bombay City. Motor cleaners in the Poona, Nasik, etc. area earn only Rs. 10-8-0 per month as against Rs. 25 odd in Bombay City.

Occupations in Metal Ware Factories.

There are several factories in Bombay City and in the Poona, Nasik and Ahmednagar area which are engaged in the manufacture of brass, aluminium and copper utensils and in the making of iron furniture. All such factories have been grouped under the common heading of metal ware factories and the following table gives the average daily earnings in some of the more important occupations in these factories. A piece work rate is generally paid to metal spinners; and workmen on piece rates are often to be found among metal polishers and metal ware fitters as well. Comparative figures for workers on piece rates in these three occupations have therefore been incorporated in the table.

Average daily earnings in certain important occupations in Metal ware factories in two areas of the Presidency.*

Occupation.	Bombay City.	Poona, Nasik and Ahmednagar.
	Rs. a. p.	Rs. a. p.
Metal Pressmen	1 5 8 (130)	1 0 1 (7)
Metal cutters	1 2 4 (94)	0 9 11 (11)
Metal trimmers, rollers and beaders ..	1 2 8 (261)	0 14 2 (5)
Metal ware fitters :		
On time rates	1 3 3 (443)	0 14 4 (32)
On piece rates	1 4 1 (67)	*Nil.*
Annealers	1 3 1 (55)	0 15 2 (23)
Metal spinners :		
On time rates	1 15 4 (17)	1 0 2 (6)
On piece rates	2 6 5 (90)	*Nil.*
Metal polishers :		
On time rates	1 0 2 (498)	0 13 0 (41)
On piece rates	1 0 5 (336)	*Nil.*

* There are hardly any metal ware factories in the other areas of the Presidency and no figures have therefore been given for them.

A striking feature in the above table is the closeness in the figures of average daily earnings for time rated and piece rated workers among metal ware fitters and metal polishers in Bombay City. Metal spinners on piece rates, on the other hand, earn about seven annas per day more than those on time rates. The average daily earnings in the Poona, Nasik, etc. area are much lower than those in Bombay City.

Certain Important Miscellaneous Occupations.

Most of the larger factories employ masons, cobblers or *mochis*, weighmen, packers, wrappers and labellers and ticket boys. The average daily earnings for the workmen in these occupations are set out in the following table.

Average daily earnings in certain important miscellaneous occupations—All Factories.

Area.	Masons.	Cobblers.	Weighmen.	Packers, wrappers and labellers.	Ticket boys.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City ..	1 14 10 (253)	1 2 7 (401)	1 1 6 (256)	0 13 6 (679)	1 0 11 (255)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 14 1 (27)	1 0 8 (17)	0 13 2 (9)	0 11 3 (58)	1 2 6 (8)
3. Ahmedabad City ..	1 15 9 (106)	1 7 3 (225)	0 13 2 (43)	0 13 8 (18)	1 3 1 (62)
4. Ahmedabad, Kaira and Panch Mahals.	1 14 1 (8)	1 7 1 (13)	0 15 3 (3)	0 10 11 (13)	*Nil.*
5. Broach and Surat ..	1 7 3 (5)	1 1 11 (13)	*Nil.*	0 11 2 (2)	*Nil.*
6. East and West Khandesh.	1 7 0 (22)	0 12 11 (27)	0 10 0 (19)	*Nil.*	0 12 2 (8)
7. Poona, Nasik and Ahmednagar ..	1 8 1 (32)	1 0 7 (57)	0 10 10 (18)	0 8 10 (83)	0 8 8 (6)
8. Sholapur City ..	1 4 10 (28)	0 10 9 (39)	0 10 1 (23)	0 8 4 (1)	0 10 1 (31)
9. Sholapur and Satara ..	1 0 11 (2)	0 13 6 (1)	*Nil.*	0 13 0 (2)	0 5 6 (1)
10. Belgaum, Dharwar, Bijapur and Kanara..	1 9 3 (12)	1 3 5 (23)	0 12 1 (27)	0 9 7 (4)	0 8 0 (15)
Presidency Proper ..	1 13 5 (495)	1 3 3 (816)	0 15 6 (398)	0 12 10 (860)	1 0 2 (386)

Ignoring the two masons returned by factories in the Sholapur and Satara area, the average daily earnings of masons range from Rs. 1-4-10 per day for 28 men in Sholapur City to nearly Rs. 2 per day for 106 men in Ahmedabad City. 253 masons in factories in Bombay City earn almost as much as masons in Ahmedabad do. Earnings of cobblers are much less than those of masons in all areas and cobblers in Ahmedabad City earn more than double the amount they do in Sholapur City. The figures for the three other occupations included in the above table do not call for any comment.

Certain Semi-Skilled and Unskilled Occupations.

Important groups of workmen in all factories are mechanics' assistants who have not reached the standards of competence required from skilled workmen, trained lifters or *nawghanies* as they are called in most factories and the large body of undefined and unskilled workmen who are known everywhere as 'coolies'. Although coolies are unskilled labourers in all industries they receive varying rates of wages and they have therefore been treated as a special occupation for each industry. The following table sets out the average daily earnings of mechanics' assistants and *nawghanies* in all factories and of male and female coolies in engineering concerns alone.

*Average daily earnings of certain important categories of semi-skilled and unskilled workers—All Factories.**

Area.	Mechanics' Assistants.	Nawghanies (trained) lifters).	Unskilled workers.	
			Men.	Women.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	1 0 7 (715)	1 2 5 (2,083)	0 15 11 (6,274)	0 8 11 (376)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	1 1 5 (46)	0 15 5 (106)	0 14 11 (741)	*Nil.*
3. Ahmedabad City	1 0 8 (118)	1 0 1 (30)	0 14 4 (239)	0 9 11 (3)
4. Ahmedabad, Kaira and Panch Mahals.	1 2 5 (86)	1 1 11 (70)	0 11 10 (213)	*Nil.*
5. Broach and Surat	1 2 3 (98)	0 12 1 (7)	0 11 7 (51)	0 6 7 (23)
6. East and West Khandesh ..	0 13 6 (270)	0 10 8 (32)	0 11 7 (99)	0 9 9 (15)
7. Poona, Nasik and Ahmednagar ..	0 13 0 (312)	1 1 6 (31)	0 11 3 (1,307)	0 5 3 (8)
8. Sholapur City	0 11 8 (135)	0 10 6 (197)	0 11 3 (63)	0 8 10 (17)
9. Sholapur and Satara	0 7 3 (29)	0 7 11 (18)	0 7 5 (136)	0 4 0 (2)
10. Belgaum, Dharwar, Bijapur and Kanara	0 13 9 (607)	0 12 1 (143)	0 9 9 (183)	0 6 8 (22)
Presidency proper	0 14 10 (2,416)	1 1 0 (2,717)	0 14 9 (9,306)	0 8 7 (466)

*The figures for unskilled workers are for engineering factories only.

We have stated elsewhere in this report that skilled workmen in the engineering industry and workmen in skilled occupations which are common to all factories are generally able to command relatively high and similar rates of wages in most parts of the Presidency. This however, does not hold good in the case of workers in semi-skilled and unskilled occupations, the rates for whom are largely governed by local conditions. In certain areas, *nawghanies* earn a little more than mechanics' assistants and in other areas mechanics' assistants earn a little

more than *nawghanies* but the general averages for the Presidency show that *nawghanies*, on the whole, earn a little above two annas per day more than mechanics' assistants. 6,274 engineering coolies in Bombay City earn a rupee per day. This factor is responsible for giving unskilled workmen in engineering concerns for the whole Presidency Proper an average daily earning equal to that of mechanics' assistants. Fifteen women coolies in the East and West Khandesh area earn nearly an anna a day more than women coolies in Bombay City; and, curiously enough, the average for 17 women coolies in engineering concerns in Sholapur City is equal to that for similar concerns in Bombay.

Watch and Ward and Scavenging Occupations.

The one occupation in the Bombay Presidency among occupations which are common to all factories and in which women preponderate over men, in numbers employed, is that of sweepers—the figures being 1,802 men, 2,132 women. Another important occupation in all factories is that of watchmen and their headmen who are called jamadars. All workers in these occupations are paid on monthly rates of wages and the following table sets out the average monthly earnings in these occupations in the ten territorial areas of the Bombay Presidency Proper.

Average monthly earnings of watchmen and sweepers—All Factories.

Area.	Jamadars or head watchmen.	Watchmen.	Sweepers.	
			Men.	Women.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	33 11 7 (152)	24 6 3 (1,570)	18 1 1 (878)	13 8 3 (1,376)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	32 15 3 (11)	24 4 0 (158)	19 5 6 (94)	12 13 10 (75)
3. Ahmedabad City	27 10 7 (100)	17 6 7 (1,170)	17 4 3 (456)	16 0 6 (342)
4. Ahmedabad, Kaira and Panch Mahals.	22 15 5 (9)	15 6 10 (96)	13 7 1 (46)	11 3 1 (26)
5. Broach and Surat ..	25 8 0 (6)	18 15 5 (57)	14 4 6 (34)	11 13 7 (28)
6. East and West Khandesh ..	19 15 11 (10)	13 5 1 (204)	12 3 7 (77)	8 11 5 (15)
7. Poona, Nasik and Ahmednagar ..	50 9 7 (5)	19 3 4 (120)	15 1 6 (90)	8 0 6 (18)
8. Sholapur City	24 10 5 (15)	16 0 3 (183)	15 13 0 (31)	8 1 9 (199)
9. Sholapur and Satara	20 8 0 (4)	13 13 7 (38)	7 5 2 (6)	5 3 6 (19)
10. Belgaum, Dharwar, Bijapur and Kanara.	24 4 1 (12)	14 14 5 (120)	14 3 9 (90)	7 2 7 (34)
Presidency proper	30 4 5 (324)	20 4 4 (3,716)	17 1 3 (1,802)	13 1 5 (2,132)

Head watchmen or jamadars earn, on the whole, about Rs. 10 per month more than watchmen whose average earnings in Bombay City

amounted to Rs. 24-6-3 per month. The lowest earnings for watchmen are Rs. 13-5-1 for 204 men in the East and West Khandesh area. In the Poona, Nasik, etc., the Sholapur City and the Belgaum, Dharwar, etc. areas, male sweepers earn almost twice as much as female sweepers. In several other areas the difference between the earnings of male and female sweepers amounts to about three to four rupees but it is interesting to observe that the average for 342 women sweepers in Ahmedabad City is Rs. 16 per month as against an average of a little over Rs. 17 per month for 456 male sweepers.

Monthly Earnings in Certain Graded Occupations.

The following table has been compiled to show the average *monthly* earnings ignoring grades, of all moulders, all blacksmiths, all fitters, all machinists, all carpenters and all painters in each of the ten areas of the Presidency.

Average monthly earnings for all workers in six of the important graded occupations—All Factories.

Area.	Moulders.	Black-smiths.	Fitters.	Machinists (turners).	Carpenters.	Painters.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Bombay City	42 4 9	50 11 0	55 13 7	54 3 5	51 4 11	40 13 8
	(592)	(534)	(3,985)	(1,614)	(2,544)	(1,177)
2. Bombay Suburban, Thana, Kolaba and Ratnagiri	27 1 5	52 13 4	51 11 9	49 3 0	39 14 10	31 7 11
	(11)	(34)	(401)	(89)	(135)	(29)
3. Ahmedabad City ..	36 1 2	51 0 10	49 8 6	44 10 1	54 4 10	38 15 9
	(154)	(113)	(773)	(315)	(115)	(24)
4. Ahmedabad, Kaira and Panchmahals.	70 12 10	70 8 5	71 11 9	56 4 10	51 1 9	37 8 9
	(91)	(64)	(411)	(249)	(35)	(23)
5. Broach and Surat ..	40 8 0	46 3 3	63 2 8	54 5 5	41 10 5	*Nil.*
	(4)	(8)	(66)	(18)	(18)	
6. East and West Khandesh ..	36 0 7	38 13 5	40 4 8	34 14 0	36 6 8	34 1 9
	(14)	(21)	(284)	(66)	(42)	(7)
7. Poona, Nasik and Ahmednagar.	31 4 9	38 4 6	43 7 5	42 6 7	34 14 11	31 7 5
	(70)	(64)	(473)	(183)	(154)	(53)
8. Sholapur City	25 9 2	33 10 2	36 5 4	32 15 8	29 0 11	24 15 1
	(14)	(22)	(143)	(31)	(63)	(10)
9. Sholapur and Satara ..	20 3 9	29 1 8	40 15 4	33 13 0	33 1 3	33 8 1
	(40)	(17)	(58)	(33)	(23)	(9)
10. Belgaum, Dharwar and Bijapur.	41 1 4	52 2 2	46 1 8	45 4 8	17 3 7	43 7 0
	(97)	(93)	(466)	(174)	(228)	(88)
Presidency proper	41 10 3	50 6 0	53 4 9	51 1 4	40 0 0	40 3 2
	(1,059)	(970)	(7,063)	(2,772)	(3,657)	(1,429)

Before proceeding to a comparison of the levels of average monthly earnings between area and area in the ten territorial wage census areas of

THE TOOL SECTION—AMMUNITION FACTORY AT KIRKEE
(Work to very fine limits is carried out in this Section)

[*To face page* 88

the Presidency proper, it is of the utmost importance that readers and users of this report should appreciate the industrial character of each of these ten areas; and, we, therefore, again draw the readers' attention to our remarks on the subject at pages 70 and 71 of this chapter.

With one or two unimportant exceptions the levels of average monthly earnings of workmen in the six occupations selected for inclusion in the above table are the lowest in the Sholapur City and the Sholapur and Satara areas. Forty-nine moulders in the Sholapur and Satara area with an average of Rs. 20-3-9 per month earn less than half what moulders in three other areas do and considerably less than a third of what 94 moulders in the Ahmedabad, Kaira and Panchmahals area do. It is significant that 94 moulders in the latter area earn Rs. 28-8-0 per month more than 592 moulders do in Bombay City. All moulders, all blacksmiths and all fitters in this area earn, on an average, more than Rs. 70 per month.

The average monthly earnings of all the 3,985 fitters and all the 1,614 machinists in Bombay City are about the same: Rs. 55-13-7 per month for fitters and Rs. 54-3-5 per month for machinists. If fitters and machinists in engineering concerns alone are considered, the averages are Rs. 55-15-11 for fitters and Rs. 54-4-6 for machinists. These figures show that the 950 odd fitters and 250 odd machinists who have come in from non-engineering concerns have not affected the general averages at all and also that the general averages for these occupations for non-engineering concerns would be the same as those for engineering concerns. In Bombay City, fitters and machinists earn more than moulders and blacksmiths but in the Ahmedabad, Kaira and Panchmahals area, machinists earn a little more than Rs. 14 per month less than moulders, blacksmiths and fitters. The average of Rs. 56-4-10 per month for machinists in the latter area is the highest in the Presidency.

The variations in the average monthly earnings of all fitters and all machinists in the ten areas is not so great as those in the earnings of moulders and blacksmiths. Moulders average between Rs. 20-3-9 and Rs. 70-12-10, blacksmiths between Rs. 29-1-8 for 17 men in the Sholapur and Satara area to Rs. 70-8-5 for 64 men in the Ahmedabad, Kaira and Pachmahals area. Fitters average between Rs. 36-5-4 for 143 men in Sholapur City and Rs. 71-11-9 for 411 men in the Ahmedabad, Kaira, etc. area. Machinists vary between an average of Rs. 32-15-8 for 31 men in Sholapur City to Rs. 56-4-10 again in the Ahmedabad, Kaira, etc. area.

The highest average monthly earnings for all carpenters are Rs. 54-4-10 for 415 men in Ahmedabad City. Bombay City comes next with an average of Rs. 51-4-11 per month for 2,544 men. Sholapur City is last with an average of under Rs. 30 per month for 63 men. Painters, on the whole, earn the highest wages in the Belgaum, Dharwar, etc. area with Rs. 43-7-0 per month for 88 men with Bombay City a close second with a montly average of Rs. 40-13-8 for 1,177 men.

As far as the general averages for the whole Presidency for all workmen in these six occupations are concerned, all moulders and all painters

average a little over Rs. 40 per month whereas all blacksmiths, all fitters all machinists and all carpenters earn averages which vary very slightly round about Rs. 50 per month. The general average of Rs. 50-2-2 per month for all workers in these six occupations for the whole of the Bombay Presidency proper would about represent the general average for all categories of the more highly skilled occupations in the engineering industry.

Women and Children.

As was stated in chapter I, hardly any women are employed in the main engineering occupations in the Bombay Presidency. Such women as are employed in engineering workshops are mostly engaged as sweepers or as coolies for removing cinders from engine rooms. A small number of women are engaged, in factories manufacturing aluminium vessels, on the process of frosting. A fair number of women are also employed in the common occupations of packing, wrapping and labelling and a few are engaged in the manufacture of brushes. Just as muccadams are the headmen of gangs of unskilled male labourers, *naikins* are the head-women of gangs of female labourers. Small numbers of women are engaged as waterwomen, gunny bag sewers, solderers, upholsterers and weighers. No women are employed in the engineering industry in the Ahmedabad, Kaira and Panchmahals area and only two are employed in the Sholapur and Satara area. The total number of male children employed in the engineering industry in the whole of the Bombay Presidency is 25. No female children are employed. The occupations in which male children are employed are those of coolies, call boys or *chokras* (odd jobs boys). The main tables give the average daily and monthly earnings of female workers and children separately for occupations in which they are employed but in order to facilitate a comparative study of earnings of women and children, separate tables have been compiled (tables Nos. XVII and XVIII, pages 153 to 155).

The average daily or monthly earnings of the two most important group of female workers, viz., coolies and sweepers have already been examined along with the figures for earnings of male workers engaged in these two occupations. The only other occupation for women which deserves special mention is that of naikins. In the parallel occupation for men, 239 muccadams in engineering concerns in Bombay City earned an average of Rs. 42-5-4 per month. The inclusion of 340 muccadams from non-engineering factories brought the average down to Rs. 38-14-0 per month. Three naikins or female muccadams in engineering concerns earned an average of Rs. 24-11-3 per month but 135 naikins in all concerns (coming mainly from textile mills) earned an average of Rs. 35-10-0 per month. The average monthly earnings of naikins in the other areas are as follows: Bombay Suburban, Thana, etc. area, Rs. 26-1-7 for 11 women; Ahmedabad City, Rs. 22-7-7 for 11 women; Broach and Surat, Rs. 22-9-4 for four women; East and West Khandesh, Rs. 22-3-7 for 11 women; Sholapur City, Rs. 16-2-3 for 48 women; Sholapur and Satara, Rs. 13-1-6 for ten women; Belgaum, Dharwar, etc. area, Rs. 18-6-7 for 20 women; and, Poona, Nasik and Ahmednagar, Rs. 9-13-0 for two women.

Eight call boys in Bombay City earned an average of Rs. 11-2-10 per month and 12 child coolies an average of Rs. 11-4-0 per month.

Variations in Earnings between different Concerns.

Considerable stress has been laid in this report on the variations in both rates and earnings as between area and area and between concern and concern in the same area. It is of some interest, therefore, to compare the average daily earnings in the six most numerically important skilled occupations in some of the largest workshops in Bombay City. For this purpose, we have selected the workshops of both the G.I.P. and the B.B. & C.I. Railways, His Majesty's Mint, the workshop of the Bombay Port Trust, the Mazagon Dock of the Peninsular and Oriental Steam Navigation Company, Ltd., the workshops of two large public utility companies and of four of the largest privately owned concerns. Each concern is designated in the following table by a letter of the alphabet and the eleven concerns have been arranged in the ascending order of the average daily earnings for fitters.

Average Daily Earnings in certain Occupations in eleven of the largest Engineering Workshop in Bombay City.

Concern.	Fitters.	Machinists.	Boiler-makers.	Moulders.	Black-smiths.	Carpenters.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
A ..	1 9 10	2 13 11	*Nil.*	*Nil.*	2 3 7	1 11 5
B ..	1 11 5	2 2 7	3 3 1	1 9 4	1 11 9	1 8 7
C ..	1 11 7	2 10 11	*Nil.*	1 10 2	1 14 7	1 14 1
D ..	2 1 7	2 7 3	2 9 10	2 13 0	2 2 9	2 3 0
E ..	2 4 4	2 3 11	3 0 0	*Nil.*	2 5 4	2 5 5
F ..	2 6 0	2 5 6	2 3 11	2 11 3	2 12 6	2 4 5
G ..	2 7 6	2 5 1	2 8 2	1 10 9	2 5 0	2 8 10
H ..	2 11 3	2 15 9	2 5 0	1 15 8	2 10 5	2 11 2
I ..	2 12 0	1 13 6	2 0 4	3 3 4	3 0 2	2 5 2
J ..	2 13 8	2 10 6	2 6 2	2 5 5	2 11 0	1 14 4
K ..	3 5 6	2 11 8	*Nil.*	3 1 2	2 12 1	3 2 7

There is no one concern in the above table which pays the lowest or the highest wages all round. In concern A which shows the lowest average daily earnings for fitters, the ranking for machinists is tenth in ascending order. Concern K has no boilermaking department but except for a difference of five pies per day in the case of blacksmiths, it shows the highest average daily earnings in four of the remaining five occupations. It is curious that the highest earnings in the case of fitters, moulders and carpenters are double the lowest.

Frequencies of Monthly Earnings.

Five tables, Nos. XIX to XXIII, printed at pages 156 to 160 of this report, have been compiled to show the frequencies of monthly earnings for the same five occupations for which frequencies of daily and monthly rates of wages were compiled for the purposes of the previous chapter.

These five occupations are: moulders, blacksmiths, fitters, machinists (or turners) and carpenters. The frequency range in all tables is from "below Rs. 20 per month" proceeding by class intervals of Rs. 5 each to "Rs. 120 per month and over".

Moulders.

The point of greatest density in the distribution of 592 moulders in Bombay City is in the group "below Rs. 20" with 87 men. A point of almost equal density with 82 men is in the class interval of Rs. 65 to Rs. 70. 210 or nearly 35 per cent. of moulders in Bombay City earned Rs. 50 per month or over and 129 or nearly 22 per cent. earned between Rs. 35 and Rs. 50 per month. In Ahmedabad City there is no particular point of density worth mentioning and each of the eight class intervals between "below Rs. 20" and Rs. 50 to Rs. 55 per month have figures varying between 14 and 24. Of the total number of 154 moulders employed, only 29 or less than 20 per cent. earned Rs. 50 per month and over. In the Ahmedabad, Kaira and Panchmahals area, the earnings of 47 or 50 per cent. of the 94 moulders returned were between Rs. 75 and Rs. 85 per month and 33 of these 47 earned between Rs. 80 and Rs. 85 per month. Only four moulders with earnings of less than Rs. 35 per month were returned. In the Sholapur and Satara area, 34 or nearly 70 per cent. of 49 moulders received less than Rs. 20 per month and only four moulders earned more than Rs. 50 per month. If the figures for the Presidency Proper as a whole are considered, the greatest point of density with 179 out of a total of 1,059 men is in the group "below Rs. 20 per month".

Blacksmiths.

For 534 blacksmiths in Bombay City, the greatest point of density is in the class interval of Rs. 70 to Rs. 75 per month with 63 men on or a little under 12 per cent. of the total number employed. Forty-seven blacksmiths earned less than Rs. 20, nine earned over Rs. 100 and 280 or a little over 50 per cent. earned more than Rs. 50 per month. The fact that 47 blacksmiths in Bombay City earned less than Rs. 20 per month does not mean that their rates of wages were exceptionally low. The smallness of their earnings was largely due to the few days worked by them in the census month. In Ahmedabad City, 72 or nearly 64 per cent. of the 113 blacksmiths returned earned Rs. 50 per month or over. In the Ahmedabad, Kaira and Panchmahals area, 25 per cent. of the 64 blacksmiths returned earned between Rs. 90 and Rs. 95 per month and 29 men in all earned more than Rs. 80 per month. The other areas show a wide dispersion over almost all the lower class intervals and the figures do not call for any special comment.

Fitters.

Out of 7,063 fitters returned from all perennial factories in the Bombay Presidency, 3,985 or a little over 56 per cent. were returned from Bombay City alone. The points of greatest density in the frequencies of earnings

for these men are in the class intervals of Rs. 35 to Rs. 40 with 545 men and of Rs. 65 to Rs. 70 with 459 men. 2,274 fitters or over 57 per cent. of the total number employed earned Rs. 50 per month and over and 132 earned over Rs. 100 per month. In Ahmedabad City, numbers varying between 71 and 83 fell in each of the four consecutive class intervals between Rs. 45 and Rs. 65. 389 or a little over 50 per cent. of the 773 fitters returned from this centre earned Rs. 50 per month and over, but only fifteen received earnings of Rs. 100 per month and over. Except for a point of slight density with 72 men in the class interval of Rs. 35 to Rs. 40, the remaining 332 fitters returned by the Bombay Suburban, Thana, etc. area were widely dispersed over practically every class interval but the percentage of the fitters who earned over Rs. 50 per month was more than 47. In the Ahmedabad, Kaira and Panchmahals area, there is a striking mode with 148 men in the class interval of Rs. 80 to Rs. 85 per month. No other class interval has a figure higher than 32 and the total number of fitters who earned Rs. 50 per month or over was 321 or nearly 80 per cent. of the 411 men returned for that area. The Broach and Surat area has also a striking mode with about 25 per cent. of the 66 fitters employed in perennial factories in that area in the class interval of Rs. 95 to Rs. 100 per month. Thirty-six or over 54 per cent. of the total number returned earned over Rs. 50 per month. The mode for the Belgaum, Dharwar, etc. area with 79 out of a total of 466 lies in the class interval of Rs. 40 to Rs. 45 per month. Only a third of the total number employed earned more than Rs. 50 per month. The figures for the dispersion of fitters in all areas of the Presidency are of considerable interest and we would advise the reader to study them in detail (table No. XXI page 158).

Machinists or Turners.

There is no striking mode or point of greatest density in the frequency table of earnings for machinists in any area of the Presidency and all ten areas show a wide dispersion over the specified class intervals. 893 or 32·22 per cent. of the total of 2,772 machinists returned for the whole Presidency earned between Rs. 55 and Rs. 80 per month and 288 or a little over 10 per cent. earned Rs. 80 per month and over. In Bombay City, no fewer than nine class intervals have figures of over 100 in each case out of a total of 1,614 persons returned.

Carpenters.

Remarks similar to those made in the previous paragraph for machinists apply more forcibly in the case of the frequency table for carpenters and we are, therefore, not attempting any comment on the frequencies of monthly earnings for this occupation.

GENERAL AVERAGES FOR ALL OCCUPATIONS.

The summary tables which have hitherto been incorporated in this chapter contain the general averages either of daily or of monthly earnings for the whole of the Bombay Presidency proper for most of the

important occupations which were selected for detailed consideration. We now proceed to examine the general averages for all occupations both by areas and for the Presidency as a whole.

Since every perennial factory has a quota of unskilled labourers or coolies, this occupation might be considered as one which is common to all factories; but coolies in different industries do not always do the same kind of work. It was therefore decided to treat unskilled labourers or coolies in different industries as separate occupations peculiar to each industry. The first set of general averages given below cover all workpeople in all occupations, including unskilled labourers, in engineering concerns alone. The third set of general averages cover all workpeople in all engineering or "common" occupations in all perennial factories but unskilled labourers or coolies have been excluded from these averages for the reasons given above. In order to make the figures in the latter set of averages strictly comparable with those for engineering concerns alone, coolies should be excluded and the second set of general averages are, therefore, for all workers in all occupations in engineering concerns alone excluding unskilled labourers or coolies.

The following table gives the general averages for percentage attendance and for daily and monthly earnings for men in all occupations in the engineering industry proper, by areas and for the Presidency as a whole :—

General averages of percentage attendance and earnings in all Occupations—Engineering Concerns—Men only.

Area.	Number of persons employed.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
1. Bombay City ..	30,134	84·7	1 13 1	41 0 11
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	2,330	90·0	1 10 7	42 7 10
3. Ahmedabad City ..	980	89·0	1 7 5	35 5 6
4. Ahmedabad, Kaira and Panch Mahals.	1,840	85·8	2 8 2	56 2 6
5. Broach and Surat ..	405	86·5	1 6 5	35 13 8
6. East and West Khandesh.	1,270	88·0	1 3 7	30 14 7
7. Poona, Nasik and Ahmednagar.	5,240	86·0	1 2 9	26 9 0
8. Sholapur City ..	287	91·4	1 1 0	27 5 8
9. Sholapur and Satara ..	434	91·3	1 0 3	24 8 6
10. Belgaum, Dharwar, Bijapur and Kanara.	3,169	90·7	1 10 0	38 12 5
Presidency Proper ..	46,089	85·8	1 11 4	39 3 10

This is the first occasion on which figures for "average percentage attendance" have been introduced in this report. The term has already been explained in an earlier section in this chapter; but, in case the figures for the general averages of percentage attendance contained in the above table may be thought to reveal, at first sight, a high degree

of absenteeism in the engineering industry, a few observations on the reasons underlying these figures are given here.

Normally, vacancies due to casual absenteeism or the grant to workmen of short periods of leave with pay are seldom if ever filled in concerns in the engineering industry by the engagement of temporary hands or substitutes. Where workers were absent in any concern throughout the whole of the census month, all factories were instructed to omit them from the returns; but all workers who had put in time during the census month and had worked even for a day were to be returned. As has already been pointed out in an earlier chapter, the majority of workmen in the engineering industry in the Bombay Presidency receive a certain period of leave with pay during the year; and, although leave pay is included in "earnings", the number of days for which leave was granted is not counted as attendance. Workmen in all concerns which grant leave with pay grant leave in rotation so that work on hand may not be held up if too many people were away on leave at the same time. Periods of leave with pay added to periods of casual or unauthorised absence therefore result in reducing the averages of percentage attendance which, of course, increases the averages of percentage absence (100 minus the figure for percentage attendance). The figures for percentage attendance should not be regarded, therefore, as indicating "absenteeism". This word is often used in India in relation to unauthorised absence and absenteeism figures are often used for proving the theory that the Indian labourer is slack in his attendance and takes days off when it suits him without notice to his employer. Where, as in the engineering industry, there is a fairly general system of leave with pay, but with no substitute engaged for the men on leave, the consequent reduction in attendance as shown by the muster rolls cannot be regarded as "absenteeism". It is a normal feature of the working of the industry and presumably the nominal roll of the factory contains, although it may not expressly say so, provision for this "leave reserve". No statistics have been collected during the general wage census specifically for unauthorised absence and the figures for average percentage attendance show the actual attendance at work of the persons concerned after omitting all periods of absence—unauthorised, with permission, or as leave with or without pay.

An examination of the figures of general averages of daily and monthly earnings shows that certain areas with lower averages of daily earnings than others have, in comparison, higher averages of monthly earnings and *vice versa*. For example, the general average daily earnings of 30,134 male workers in engineering concerns in Bombay City are Rs. 1-13-1 per head. The general average monthly earnings are Rs. 41-0-11. The Bombay Suburban, Thana, etc., area shows an average of Rs. 42-7-10 for monthly earnings as against average daily earnings amounting to Rs. 1-10-7. The reason for this apparent discrepancy is to be found in the two different methods used in arriving at the figures. The average monthly earnings, as already explained at pages 69 and 70, are obtained by dividing total earnings by the number of men who

earned them. Average daily earnings are obtained by dividing the total earnings by the actual number of days worked (page 69). The figures of average percentage attendance, therefore, have to be taken into account if these figures are used for comparative purposes. In the two areas referred to, the percentage attendance figure is: 84·7 for Bombay City; 90 for the Bombay Suburban, Thana, etc. area.

The Ahmedabad, Kaira and Panchmahals area shows the highest averages for both daily and monthly earnings with Rs. 2–8–2 per head per day and Rs. 56–2–6 per head per month for a total of 1,840 engineering workers. Bombay City with an average of Rs. 1–13–1 per head per day comes next as far as daily earnings are concerned but the Bombay Suburban, Thana, etc., area with Rs. 42–7–10 per month comes next to the Ahmedabad, Kaira, etc., area in monthly earnings. In spite of the comparatively high figures of 91·4 and 91·3 for average percentage attendance, Sholapur City and the Sholapur and Satara area show very little more than a rupee per day for average daily earnings for 287 and 434 workers respectively and average monthly earnings of Rs. 27–5–8 and Rs. 24–8–6 per head. The general averages for all the 46,089 men in all occupations (including unskilled labourers) in all perennial "engineering" concerns in the Bombay Presidency Proper are Rs. 1–11–4 per day and Rs. 39–3–10 per month with a general average percentage attendance figure of 85·8.

If unskilled labourers are excluded from the figures for numbers employed, the averages for percentage attendance and for daily and monthly earnings for all occupations in the engineering industry proper would be as follows:—

General Averages of Percentage Attendance and Earnings for men in All Occupations excluding unskilled labourers—Engineering Concerns.

Area.	Number of persons employed.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
1. Bombay City ..	23,860	85·1	2 0 6	46 0 10
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	1,589	89·5	2 0 2	51 1 4
3. Ahmedabad City ..	741	88·9	1 10 2	40 1 1
4. Ahmedabad, Kaira and Panch Mahals.	1,627	85·5	2 12 0	61 5 0
5. Broach and Surat ..	354	84·6	1 8 2	38 6 1
6. East and West Khandesh.	1,171	88·7	1 4 2	32 1 8
7. Poona, Nasik and Ahmednagar.	3,922	86·3	1 5 3	30 2 8
8. Sholapur City ..	224	91·5	1 2 8	29 12 1
9. Sholapur and Satara ..	298	90·9	1 4 3	30 9 4
10. Belgaum, Dharwar, Bijapur and Kanara.	2,986	90·9	1 10 10	40 1 2
Presidency Proper ..	36,772	86·2	1 14 5	43 14 5

The exclusion of unskilled labourers has made no appreciable difference between the two sets of figures in the two preceding tables for the general averages of percentage attendance but the figures for the general averages of both daily and monthly earnings have been materialy affected. The general monthly average of Rs. 41–0–11 for 30,134 men in all occupations including coolies in Bombay City has risen by nearly five rupees to Rs. 46–0–10 when coolies are excluded. The average daily earnings in the Ahmedabad, Kaira and Panchmahals area have appreciated by four annas to Rs. 2–12–0. This is nearly twelve annas per day or over Rs. 15 per month more than the next highest figures which are for Bombay City. The monthly averages for Ahmedabad City and for the Belgaum, Dharwar, etc., area have increases in both cases to a fraction over Rs. 40. The figures for the Sholapur and Satara area have appreciated from Rs. 24–8–6 to Rs. 30–9–4. The average monthly earnings of all work-people excluding coolies in the engineering industry are nearly Rs. 44 per month for an average percentage attendance of 86·2.

The following table contains the general averages for all workmen in all engineering or "common" occupations, excluding unskilled labourers, in all perennial factories in the Bombay Presidency Proper.

General Averages of Percentage Attendance and Earnings for men in all Engineering and "Common" occupations excluding unskilled labourers—All Factories.

Area.	Number of workmen returned.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
1. Bombay City ..	35,720	87·6	1 12 2	41 8 5
2. Bombay Suburban, Thana, Kolaba and Ratnagiri.	2,735	90·0	1 11 6	43 2 11
3. Ahmedabad City ..	8,426	92·4	1 4 10	33 7 4
4. Ahmedabad, Kaira and Panchmahals.	2,136	87·1	2 4 9	52 12 7
5. Broach and Surat ..	703	89·1	1 4 1	32 1 10
6. East and West Khandesh.	2,142	89·4	1 0 11	26 7 9
7. Poona, Nasik and Ahmednagar.	4,811	87·5	1 3 11	29 1 7
8. Sholapur City ..	1,850	92·7	0 14 2	22 1 4
9. Sholapur and Satara ..	531	89·8	0 15 11	24 2 1
10. Belgaum, Dharwar, Bijapur and Kanara.	3,887	91·2	1 7 2	34 13 7
Presidency Proper ..	62,941	88·8	1 9 5	38 3 3

There is no real basis of comparison between the figures in the above table and those contained in the first of these three tables of general averages because the first table for engineering concerns alone includes unskilled labourers or coolies and the table under discussion excludes them; but the figures are comparable with those in the second table which precedes this one and which gives the general averages for all occupations in the engineering industry except unskilled labourers. The inclusion of workmen in engineering and "common" occupations

from non-engineering concerns has lowered the general averages of both daily and monthly earnings in all areas. This shows that on the whole the rates of wages paid to persons in engineering concerns are higher than those paid to persons in similar occupations in non-engineering concerns. On the other hand, the inclusion of persons from non-engineering concerns has improved the figures of percentage attendance in nine out of the ten areas. The reason for this probably is that the majority of these workmen do not enjoy "leave with pay" privileges. The percentage attendance figures are consequently higher for the reasons already explained.

Returning to a comparison of the figures of general averages of daily and monthly earnings in engineering and common occupations (excluding coolies) in all perennial factories and for the same occupations in engineering concerns alone, we find that the average daily and monthly earnings of Rs. 2–0–6 and Rs. 46–0–10 in engineering concerns in Bombay City fell to Rs. 1–12–2 and Rs. 41–8–5 by the inclusion of figures for the same occupations from non-engineering concerns. The averages for the Ahmedabad, Kaira and Panchmahals area fell from Rs. 2–12–0 and Rs. 61–5–0 to Rs. 2–4–9 and Rs. 52–12–7 respectively. The general averages for the whole of the Bombay Presidency Proper fell from Rs. 1–14–5 and Rs. 43–14–5 to Rs. 1–9–5 and Rs. 38–3–3 respectively. The general average percentage attendance increased by 2·6 to 88·8.

Average Earnings of Full Time Workers.

The term "full-time" when applied to industrial workers has three distinct meanings. Firstly, it is used in connection with adult workers who are required to put in the regulation normal daily hours as against half-timers or children who are only permitted to work for a smaller number of statutory hours laid down by Factory Acts. Secondly, the term is used to distinguish workers, including half-timers or children, who are expected to put in the regulation normal daily hours laid down for each group as against part-timers who are engaged to work only for a portion of these hours. Thirdly, the term is applied to all workers who put in all the working days during particular wage periods without absence of any kind whatever. It is in this last sense that the term is used for the purposes of this section.

Actually, there are no figures in this report which can be used for ascertaining the monthly average earnings of full-time workers. In drawing up a form suitable for all industries the complications introduced by the "leave with pay" system were not fully realised because in no other enquiry had we come across it. Ordinarily the wages of full-time workers can be ascertained by multiplying the average daily earnings by the average working days in the month—in the case of the engineering industry the figure is 26·77—but as already explained the method that had necessarily to be used for calculating average daily earnings precludes this. A rough test shows that the figure so obtained would approximate very closely to that obtained by the correct method, but as it is statistically undesirable, we have given no tables based on that figure. The

only way to arrive at average monthly earnings for full-time workers would be to take all workers shown in the forms as having worked the full number of working days in the month and strike an average. This would have been undertaken if the difficulty of the leave with pay factor had been recognised when the tabulations were being made. It is too late now to interfere with the schedule for the preparation of the other reports and no figure for average *earnings* for full-time workers can therefore be given. The tables of frequencies of rates however provide material for a study of possible monthly *wages* for certain workers working full-time in a month.

TABLES

108814

TABLE NO. I.—*Occupational Distribution of Workers in Engineering and "Common" Occupations in all Perennial Factories in the Bombay Presidency.*

Occupation.	Number of workers returned.
Chargemen	605
Maistries	872
Gaugers	107
Gantrymen	22
Steam Engine Drivers	379
Oil Engine Drivers—Men	137
Oil Engine Drivers—Women	1
Gas Engine Drivers	3
Engine Lighters	64
Boiler Attendants, 1st Class	170
Boiler Attendants, 2nd Class	177
Engine, Boiler and Machine Cleaners	992
Firemen	1,200
Stokers and Gunners	20
Valvemen	26
Pumpmen / Filtermen	322
Air Compressor Operators	49
Cooling and Refrigeration Plant Attendants	79
Sprinklers	6
Water Softeners	13
Dolly Men	6
Oilmen	4,117
Ropemen	392
Gas Makers and Chargers	19
Electric Motormen	430
Turbine Drivers	72
Shift Chargemen	56
Stokers (in Electricity Generating Plants)	13
Turbine Cleaners	33
Switchboard Attendants	179
Cable Jointers	5
Armature Winders	113
All-Round Electricians	68
Wiremen	658
Electrical Fitters	383
Plate Pasters	3
Battery Chargers	20
Assemblers or Erectors	107
Markers	42
Asphalt Plant Operators	1
Asphaltmen	5
Boilermakers	901
Brickarohmen	3
Steam and Electric Crane Drivers	196
Assistant Cranemen and Slingers	27
Hydraulic Crane Drivers	201
Hoistmen	315
Truckmen—Men	268
Truckmen—Women	4
Patternmakers	250
Furnacemen	261
Moulders	1,059
Chippers	185
Die Casters and Hot Stampers	128
Dross Washers	27
Machinemen (or Turners)	2,772
Drillers	297
Welders	185
Lead Burners	5
Seaming Machine Attendants	3
Hydraulic Testers	7
Fauceters or Socketers	3
Pipe Truers	2
Plate Cutters	83
Plate Rollers	41
Hydraulic Pressmen	14
Chairing Machine Attendants	6
Shipwrights	66
Straighteners	2
Rotary and Beam Enders	5
Rivet, Bolt and Nut Makers	10
Rivetters	1,220
Rivet Heaters and Holders	493
Template Makers	37
Gunsmiths	13
Temperers	11
Tool Grinders	43
Cutlers	20
Engravers	17
Electroplaters and Gilders	81
Emerymen	25
Blacksmiths	970
Hammermen or Strikers	1,174
Wire Drawers	9
Wire Cleaners	4
Wire Polishing Machinemen	3
Wire Annealers	1
Goldsmiths	6
Silversmiths	20
Tinsmiths	474
Tin Making Machinemen—Men	213
Tin Making Machinemen—Children	4
Solderers—Men	251
Solderers—Women	2
Coppersmiths	305
Tin Seamers and Exhausters	18
Mineral Oil Fillers	24
Testers	18
Braziers	17
Fitters	7,063
Fettlers	82
Instrument Mechanics	69
Motor Mechanics	303
Tyremen	3
Motor and Lorry Drivers	545
Motor Cleaners	298
Glaziers and Lens Surfacers	6
Glass Cutters and Grinders	5
Springsmiths	46
Locksmiths	105
Watch and Clock Makers and Repairers	56

TABLE No. I—*contd.*

Occupation.	Number of workers returned.	Occupation.	Number of workers returned.
Processmen (in refineries) ..	107	Upholsterers—Women ..	3
Metal Stampers	31	Canemen	14
Metal Pressmen	143	Sail Makers	39
Metal Cutters	112	Riggers	12
Metal Trimmers, Rollers and Beaders	282	Tailors	284
Metal Ware Fitters ..	560	Vulcanizers	12
Annealers	79	Plumbers	47
Metal Spinners	113	Masons	495
Frosters—Men	38	Tile Turners	9
Frosters—Women	32	Saddlers	19
Metal Polishers	882	Mochis or Cobblers ..	816
Metal Filers	61	Measurers	27
Danger Building Workers ..	292	Weighmen—Men	416
Chargers Blackening Men ..	6	Weighmen—Women ..	1
Cartridge and Bullet Making Machine Attendants ..	657	Stencil Cutters	11
Coin Ringers and Examiners ..	53	Packers, Wrappers and Labellers—Men ..	871
Painters	1,420	Packers, Wrappers and Labellers—Women ..	254
Letterers	105	Packers, Wrappers and Labellers—Children ..	4
Armourers	16	Apprentices—Men ..	1,689
Concrete Moulders ..	9	Apprentices—Women ..	1
Concrete Reinforcers ..	9	Apprentices—Children ..	1
Concrete Assemblers ..	13	Time Checkers	47
Concrete Dismantlers ..	3	Ticket Boys	386
Concrete Pipe Testers ..	1	Linesmen	7
Maturing Tank Attendants ..	6	Winchmen	3
Engine Examiners	4	Muccadams	1,063
Progressmen	62	Naikins	255
Shunting Masters	2	Nawghanies	2,731
Shunting Drivers	10	Mechanics' Assistants ..	2,416
Turntablemen	4	Coolies—Men*	9,317
Pointsmen	118	Coolies—Women*	466
Wheel Tappers	4	Coolies—Children* ..	12
Call Boys—Men	119	Fire Brigade Men	100
Calls Boys—Boys	8	Jamadars	324
Timber Markers	20	Watchmen	3,716
Cabinet Makers and Body Boat Builders	180	Washermen—Men	468
Wheelwrights	14	Washermen—Women ..	1
Carpenters	3,657	Lampmen	68
Wood Working Machinists ..	234	Chokras or Odd Jobs Boys ..	12
Wood Carvers	6	Chokras or Odd Jobs Children ..	8
Wood Caulkers	52	Cartmen	397
Sawyers	117	Gunny Bag Sewers—Men ..	53
Saw Bench Attendants ..	150	Gunny Bag Sewers—Women ..	16
Polishers (including Varnishers)	236	Warehousemen	791
Brush Makers—Men ..	39	Watermen—Men	235
Brush Makers—Women ..	11	Watermen—Women ..	92
Coopers	7	Sweepers—Men	1,802
Upholsterers—Men ..	193	Sweepers—Women ..	2,132

* The figures for coolies relate to the Engineering Industry alone.

TABLE No. II-A.

Frequencies of rates for Moulders on Monthly Rates.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panchmahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 26 ..	3	1	3	1	..	3	7	2	14	1	35	11·15
Rs. 26 and below Rs. 30	1	..	1	..	..	..	2	3	..	..	7	2·23
,, 30 ,, ,, ,, 34	4	..	4	..	..	3	5	2	..	..	18	5·73
,, 34 ,, ,, ,, 38	6	..	3	..	..	..	1	2	1	2	15	4·78
,, 38 ,, ,, ,, 42	32	..	6	..	1	2	1	2	..	..	44	14·01
,, 42 ,, ,, ,, 46	5	..	7	..	..	1	1	..	..	..	14	4·46
,, 46 ,, ,, ,, 50	5	..	..	..	1	..	..	..	..	..	6	1·91
,, 50 ,, ,, ,, 54	11	..	7	..	..	1	..	2	..	..	21	6·69
,, 54 ,, ,, ,, 58	5	..	4	..	..	..	..	..	..	..	9	2·87
,, 58 ,, ,, ,, 62	9	..	2	..	..	..	..	1	..	..	12	3·82
,, 62 ,, ,, ,, 66	6	..	2	..	..	1	..	..	..	..	9	2·87
,, 66 ,, ,, ,, 70	76	..	..	..	..	1	..	..	..	..	77	24·52
,, 70 ,, ,, ,, 74	1	..	2	..	..	..	..	..	..	..	3	0·95
,, 74 ,, ,, ,, 78	1	..	1	..	..	1	..	..	..	..	3	0·95
,, 78 ,, ,, ,, 82	35	..	..	1	..	..	..	..	..	..	36	11·47
,, 82 ,, ,, ,, 86	..	..	..	..	..	..	..	..	..	..	..	..
,, 86 ,, ,, ,, 90	..	..	..	..	..	..	..	..	..	..	..	..
,, 90 ,, ,, ,, 94	..	..	..	..	..	..	..	..	..	..	..	..
,, 94 ,, ,, ,, 98	1	..	..	..	..	..	..	..	..	..	1	0·32
,, 98 ,, ,, ,, 102	..	..	..	..	..	..	..	..	..	..	..	..
,, 102 ,, ,, ,, 106	..	..	..	..	..	..	..	..	..	..	..	..
,, 106 ,, ,, ,, 110	4	..	..	..	..	..	..	..	..	..	4	1·27
,, 110 ,, ,, ,, 114	..	..	..	..	..	..	..	..	..	..	..	..
,, 114 ,, ,, ,, 118	..	..	..	..	..	..	..	..	..	..	..	..
,, 118 ,, ,, ,, 120	..	..	..	..	..	..	..	..	..	..	..	..
,, 120 and over ..	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	205	1	42	2	2	13	17	14	15	3	314*	100·00

*Excludes 42 piece-workers [Bombay City (30) and Poona (12)].

TABLE No. II-B.

Frequencies of rates for Moulders on Daily Rates.

Frequency of daily rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below As. 8	1	..	..	..	..	..	..	..	10	1	12	1·71
As. 8 and below As. 12 ..	14	2	5	..	..	..	2	..	7	3	33	4·69
As. 12 „ „ Re. 1-0-0 ..	25	1	11	..	..	..	1	..	3	2	43	6·12
Re. 1-0-0 and below Rs. 1-4-0	33	2	13	1	..	1	18	..	5	14	87	12·37
Rs. 1-4-0 „ „ „ 1-8-0	48	..	20	..	1	..	1	..	1	6	77	10·95
„ 1-8-0 „ „ „ 1-12-0	90	1	23	4	..	..	2	..	3	8	131	18·63
„ 1-12-0 „ „ „ 2-0-0	39	2	19	9	1	..	2	..	1	5	78	11·09
„ 2-0-0 „ „ „ 2-4-0	31	..	13	8	..	..	10	..	1	3	66	9·39
„ 2-4-0 „ „ „ 2-8-0	32	..	6	1	..	..	2	..	..	2	43	6·12
„ 2-8-0 „ „ „ 2-12-0	19	2	2	3	..	..	2	..	2	1	31	4·41
„ 2-12-0 „ „ „ 3-0-0	11	..	..	1	..	..	..	..	..	6	18	2·56
„ 3-0-0 „ „ „ 3-4-0	10	..	..	4	..	..	1	..	..	1	16	2·28
„ 3-4-0 „ „ „ 3-8-0	1	..	..	58	..	..	..	..	1	1	61	8·68
„ 3-8-0 „ „ „ 3-12-0	..	..	..	..	..	..	..	..	..	..	..	..
„ 3-12-0 „ „ „ 4-0-0	1	..	..	..	..	..	..	..	..	..	1	0·14
„ 4-0-0 „ „ „ 4-4-0	2	..	..	..	..	..	..	..	..	1	3	0·43
„ 4-4-0 „ „ „ 4-8-0	..	..	..	3	..	..	..	..	..	..	3	0·43
„ 4-8-0 „ „ „ 4-12-0	..	..	..	..	..	..	..	..	..	..	..	..
„ 4-12-0 „ „ „ 5-0-0	..	..	..	..	..	..	..	..	..	..	..	..
„ 5-0-0 and over ..	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	357	10	112	92	2	1	41	..	34	54	703	100·00

TABLE No. III-A.

Frequencies of rates for Blacksmiths on Monthly Rates.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 26 ..	..	1	..	..	..	..	1	2	3	1	8	1·75
Rs. 26 and below Rs. 30	3	..	2	..	..	..	1	1	..	1	8	1·75
,, 30 ,, ,, ,, 34	..	..	3	1	..	3	4	3	..	1	15	3·27
,, 34 ,, ,, ,, 38	3	..	2	1	3	3	2	6	1	1	22	4·80
,, 38 ,, ,, ,, 42	43	..	2	1	1	4	4	3	..	..	58	12·66
,, 42 ,, ,, ,, 46	8	..	4	..	..	4	..	6	..	1	23	5·02
,, 46 ,, ,, ,, 50	7	..	2	..	..	1	2	..	..	..	12	2·62
,, 50 ,, ,, ,, 54	7	1	17	1	1	..	..	1	..	..	28	6·11
,, 54 ,, ,, ,, 58	32	..	10	..	..	2	2	..	..	..	55	12·01
,, 58 ,, ,, ,, 62	10	1	23	1	..	1	..	..	..	..	36	7·86
,, 62 ,, ,, ,, 66	13	3	18	..	1	..	..	..	..	..	35	7·64
,, 66 ,, ,, ,, 70	7	1	3	1	..	..	..	..	..	..	12	2·62
,, 70 ,, ,, ,, 74	76	..	4	..	..	..	..	..	..	..	80	17·47
,, 74 ,, ,, ,, 78	5	4	3	..	..	1	1	..	..	..	14	3·06
,, 78 ,, ,, ,, 82	4	1	4	..	..	..	..	..	..	..	9	1·96
,, 82 ,, ,, ,, 86	3	..	..	..	..	..	1	..	..	..	4	0·87
,, 86 ,, ,, ,, 90	21	..	..	..	..	..	..	..	..	..	21	4·59
,, 90 ,, ,, ,, 94	1	3	..	..	..	..	..	..	..	..	4	0·87
,, 94 ,, ,, ,, 98	2	..	..	..	1	..	..	..	..	..	3	0·66
,, 98 ,, ,, ,, 102	..	..	1	..	..	..	..	..	..	..	1	0·22
,, 102 ,, ,, ,, 106	1	..	..	..	..	..	..	..	..	..	1	0·22
,, 106 ,, ,, ,, 110	8	..	..	..	..	..	..	..	..	..	8	1·75
,, 110 ,, ,, ,, 114	1	..	..	..	..	..	..	..	..	..	1	0·22
,, 114 ,, ,, ,, 118	..	..	..	..	..	..	..	..	..	..	..	..
,, 118 ,, ,, ,, 120	..	..	..	..	..	..	..	..	..	..	..	..
,, 120 and over ..	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	255	15	107	6	7	19	18	22	4	5	458*	100·00

*Excludes two piece-workers (Poona).

TABLE No. III-B.

Frequencies of rates for Blacksmiths on Daily Rates.

Frequency of daily rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below As. 8 ..	..	..	..	..	..	..	..	..	..	..	..	..
As. 8 and below As. 12 ..	12	1	..	..	..	..	..	..	4	2	19	3·72
As. 12 ,, ,, Re. 1-0-0 ..	14	..	..	1	..	..	..	..	1	4	20	3·92
Re. 1-0-0 and below Rs. 1-4-0	18	..	1	..	..	2	10	..	3	16	50	9·80
Rs. 1-4-0 ,, ,, ,, 1-8-0	26	..	3	..	..	..	9	..	2	2	42	8·23
,, 1-8-0 ,, ,, ,, 1-12-0	24	8	1	2	..	..	12	..	..	18	65	12·75
,, 1-12-0 ,, ,, ,, 2-0-0	27	2	1	..	..	..	5	..	1	1	37	7·26
,, 2-0-0 ,, ,, ,, 2-4-0	34	3	..	8	1	..	5	..	..	5	56	10·98
,, 2-4-0 ,, ,, ,, 2-8-0	29	3	..	1	..	..	3	..	1	6	43	8·43
,, 2-8-0 ,, ,, ,, 2-12-0	39	2	..	9	..	..	..	..	1	1	52	10·20
,, 2-12-0 ,, ,, ,, 3-0-0	21	..	..	..	..	..	..	..	..	19	40	7·84
,, 3-0-0 ,, ,, ,, 3-4-0	11	..	..	1	..	..	..	..	..	1	13	2·55
,, 3-4-0 ,, ,, ,, 3-8-0	12	..	..	1	..	..	..	..	..	9	22	4·31
,, 3-8-0 ,, ,, ,, 3-12-0	6	..	..	34	..	..	..	..	..	..	40	7·84
,, 3-12-0 ,, ,, ,, 4-0-0	3	..	..	..	..	..	..	..	..	..	3	0·59
,, 4-0-0 ,, ,, ,, 4-4-0	1	..	..	1	..	..	..	..	..	3	5	0·98
,, 4-4-0 ,, ,, ,, 4-8-0	1	..	..	..	..	..	..	..	..	..	1	0·20
,, 4-8-0 ,, ,, ,, 4-12-0	1	..	..	..	..	..	..	..	..	..	1	0·20
,, 4-12-0 ,, ,, ,, 5-0-0	..	..	..	..	..	..	..	..	..	..	..	..
,, 5-0-0 and over ..	..	..	..	..	..	..	..	..	..	1	1	0·20
Total ..	279	19	6	58	1	2	44	..	13	88	510	100·00

TABLE No. IV-A.

Frequencies of rates for Fitters *on monthly rates.*

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 26 ..	26	1	35	7	4	18	11	39	8	11	160	4·15
Rs. 26 and below Rs. 30	15	3	11	2	..	17	6	15	1	6	76	1·97
„ 30 „ „ „ 34	36	1	38	2	4	106	46	17	3	4	257	6·67
„ 34 „ „ „ 38	29	16	37	7	4	5	3	18	..	3	122	3·17
„ 38 „ „ „ 42	544	65	40	1	5	5	6	6	..	3	675	17·52
„ 42 „ „ „ 46	86	3	65	1	2	38	3	10	..	1	209	5·43
„ 46 „ „ „ 50	51	1	31	1	3	51	39	11	..	..	188	4·88
„ 50 „ „ „ 54	112	7	71	3	2	2	4	7	1	..	209	5·43
„ 54 „ „ „ 58	94	6	65	3	2	2	4	4	..	..	180	4·67
„ 58 „ „ „ 62	108	13	86	1	3	3	3	1	..	..	218	5·66
„ 62 „ „ „ 66	136	10	72	..	1	30	16	5	..	..	270	7·01
„ 66 „ „ „ 70	364	10	16	..	1	..	..	5	..	1	397	10·31
„ 70 „ „ „ 74	179	12	48	..	1	..	2	5	..	..	247	6·41
„ 74 „ „ „ 78	45	6	27	..	1	..	..	..	..	..	79	2·05
„ 78 „ „ „ 82	217	12	19	..	2	1	1	..	..	1	253	6·57
„ 82 „ „ „ 86	24	5	10	..	..	..	..	..	..	..	39	1·01
„ 86 „ „ „ 90	15	34	..	..	2	..	..	..	..	..	51	1·32
„ 90 „ „ „ 94	29	3	10	..	2	..	2	..	..	..	46	1·19
„ 94 „ „ „ 98	15	..	1	..	21	..	..	..	..	..	37	0·96
„ 98 „ „ „ 102	12	12	9	..	..	..	1	..	..	..	34	0·88
„ 102 „ „ „ 106	17	..	3	..	..	..	1	..	..	..	21	0·55
„ 106 „ „ „ 110	41	..	1	..	..	..	1	..	..	..	43	1·12
„ 110 „ „ „ 114	7	3	..	..	..	..	..	..	..	..	10	0·26
„ 114 „ „ „ 118	3	..	1	..	..	..	..	..	..	..	4	0·10
„ 118 „ „ „ 120	..	1	..	..	..	..	..	..	..	..	1	0·03
„ 120 and over ..	19	..	4	..	..	1	2	..	..	..	26	0·68
Total ..	2,224	224	700	28	60	279	151	143	13	30	3,852	100·00

TABLE No. IV-B.

Frequencies of rates for Fitters on daily rates.

Frequency of daily rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.*	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.†	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below As. 8 ..	..	3	1	..	2	..	..	..	..	1	7	0·22
As. 8 and As. 12 ..	5	7	21	..	..	1	4	..	1	12	51	1·60
As. 12 and below Re. 1 ..	57	20	13	..	1	3	11	..	2	19	126	3·95
Re. 1-0-0 and below Rs. 1-4-0	95	21	16	13	1	..	41	..	5	86	278	8·73
Rs. 1-4-0 „ „ „ 1-8-0	90	9	3	1	1	1	48	..	12	27	192	6·03
„ 1-8-0 „ „ „ 1-12-0	200	25	4	12	..	..	56	..	5	91	393	12·33
„ 1-12-0 „ „ „ 2-0-0	113	18	3	18	..	..	26	..	2	38	218	6·84
„ 2-0-0 „ „ „ 2-4-0	216	16	10	25	..	..	45	..	7	60	379	11·90
„ 2-4-0 „ „ „ 2-8-0	191	24	..	3	..	..	15	..	1	7	241	7·56
„ 2-8-0 „ „ „ 2-12-0	283	16	1	11	..	..	31	..	4	14	360	11·30
„ 2-12-0 „ „ „ 3-0-0	99	4	..	5	..	..	12	..	1	46	167	5·24
„ 3-0-0 „ „ „ 3-4-0	103	7	..	14	..	..	6	..	3	2	135	4·24
„ 3-4-0 „ „ „ 3-8-0	181	8	..	247	..	..	1	..	..	23	459	14·41
„ 3-8-0 „ „ „ 3-12-0	30	1	..	3	..	1	2	..	1	..	38	1·19
„ 3-12-0 „ „ „ 4-0-0	23	..	..	1	..	..	..	..	..	1	25	0·79
„ 4-0-0 „ „ „ 4-4-0	10	1	..	..	..	..	..	..	1	7	19	0·60
„ 4-4-0 „ „ „ 4-8-0	25	..	..	27	..	..	..	..	..	..	52	1·63
„ 4-8-0 „ „ „ 4-12-0	7	..	..	..	..	..	..	..	..	..	7	0·22
„ 4-12-0 „ „ „ 5-0-0	28	..	..	1	..	..	..	..	..	2	31	0·97
„ 5-0-0 and over ..	5	..	..	3	..	..	..	..	..	..	8	0·25
Total ..	1,761	180	72	383	5	6	298	..	45	436	3,186	100·00

* Excludes one piece-worker.

† Excludes 24 piece-workers.

TABLE No. V-A.

Frequencies of rates for **Machinists** *on monthly rates.*

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 26 ..	8	..	22	1	..	5	5	8	7	1	57	4·32
Rs. 26 and below Rs. 30	3	..	2	..	..	10	..	..	..	1	16	1·21
,, 30 ,, ,, ,, 34	39	..	15	..	1	28	6	3	1	1	94	7·13
,, 34 ,, ,, ,, 38	14	..	15	3	3	1	2	4	..	1	43	3·26
,, 38 ,, ,, ,, 42	200	..	12	1	1	11	3	5	1	2	236	17·91
,, 42 ,, ,, ,, 46	27	..	27	2	1	1	2	6	..	..	66	5·01
,, 46 ,, ,, ,, 50	25	3	13	2	..	..	3	..	..	..	46	3·49
,, 50 ,, ,, ,, 54	26	2	31	1	..	1	1	2	..	1	65	4·93
,, 54 ,, ,, ,, 58	32	..	25	..	..	4	2	1	..	..	64	4·86
,, 58 ,, ,, ,, 62	170	4	40	..	..	3	1	2	..	..	220	16·69
,, 62 ,, ,, ,, 66	31	..	26	..	..	..	..	..	..	1	58	4·40
,, 66 ,, ,, ,, 70	29	..	6	..	2	1	..	..	..	..	38	2·88
,, 70 ,, ,, ,, 74	93	1	15	..	..	..	..	..	..	..	109	8·27
,, 74 ,, ,, ,, 78	21	2	10	..	..	1	..	..	..	..	34	2·58
,, 78 ,, ,, ,, 82	52	2	5	..	..	..	..	..	..	..	59	4·48
,, 82 ,, ,, ,, 86	51	..	2	..	..	..	..	..	..	..	53	4·02
,, 86 ,, ,, ,, 90	2	5	..	..	1	..	..	..	..	..	8	0·61
,, 90 ,, ,, ,, 94	9	..	..	1	..	..	..	..	..	..	10	0·76
,, 94 ,, ,, ,, 98	5	2	1	..	3	..	..	..	..	..	11	0·84
,, 98 ,, ,, ,, 102	1	1	2	..	..	..	1	..	..	..	5	0·38
,, 102 ,, ,, ,, 106	4	..	..	..	..	..	..	..	..	..	4	0·30
,, 106 ,, ,, ,, 110	15	..	..	..	..	..	..	..	..	..	15	1·14
,, 110 ,, ,, ,, 114	..	..	..	..	..	..	..	..	..	..	..	..
,, 114 ,, ,, ,, 118	1	..	..	..	..	..	1	..	..	..	2	0·15
,, 118 ,, ,, ,, 120	..	..	..	..	..	..	..	..	..	..	..	..
,, 120 and over ..	4	1	..	..	..	..	..	..	..	..	5	0·38
Total ..	862	23	269	11	12	96	27	31	9	8	1,318	100·00

TABLE NO. V-B.

Frequencies of rates for Machinists *on daily rates.*

Frequency of daily rates of wages.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar District.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below As. 8	1	2	..	..	..	..	..	..	..	2	5	0·35
As. 8 and below As. 12 ..	6	5	1	3	..	..	8	..	1	1	25	1·74
As. 12 and below Re. 1-0-0 ..	16	1	11	6	..	..	16	..	..	9	59	4·10
Re. 1-0-0 and below Rs. 1-4-0	42	12	15	12	2	..	15	..	10	24	132	9·19
Rs. 1-4-0 ,, ,, ,, 1-8-0	38	11	4	11	..	..	15	..	3	19	101	7·03
,, 1-8-0 ,, ,, ,, 1-12-0	66	6	7	33	1	..	10	..	4	36	163	11·34
,, 1-12-0 ,, ,, ,, 2-0-0	81	9	2	14	..	..	15	..	..	3	124	8·63
,, 2-0-0 ,, ,, ,, 2-4-0	86	3	4	32	1	..	11	..	3	35	175	12·18
,, 2-4-0 ,, ,, ,, 2-8-0	94	6	1	7	1	..	15	..	..	2	126	8·77
,, 2-8-0 ,, ,, ,, 2-12-0	144	4	..	49	1	..	23	..	1	4	226	15·73
,, 2-12-0 ,, ,, ,, 3-0-0	57	4	1	1	..	..	4	..	..	19	86	5·98
,, 3-0-0 ,, ,, ,, 3-4-0	41	1	..	3	..	..	4	..	2	1	52	3·62
,, 3-4-0 ,, ,, ,, 3-8-0	35	1	..	63	..	..	1	..	..	7	107	7·45
,, 3-8-0 ,, ,, ,, 3-12-0	16	..	..	..	..	..	2	..	..	..	18	1·25
,, 3-12-0 ,, ,, ,, 4-0-0	12	1	..	..	..	..	..	..	..	..	13	0·90
,, 4-0-0 ,, ,, ,, 4-4-0	7	..	..	..	..	..	..	..	..	4	11	0·76
,, 4-4-0 ,, ,, ,, 4-8-0	8	..	..	4	..	..	..	..	..	..	12	0·84
,, 4-8-0 ,, ,, ,, 4-12-0	1	..	..	..	..	..	..	..	..	..	1	0·07
,, 4-12-0 ,, ,, ,, 5-0-0	..	..	..	..	..	..	..	..	..	..	..	..
,, 5-0-0 and over ..	1	..	..	..	..	..	..	..	..	..	1	0·07
Total ..	752	66	46	238	6	..	139	..	24	166	1,437*	100·00

* Excludes 17 piece-workers (Poona).

TABLE No. VI-A.

Frequencies of Rates for Carpenters on Monthly Rates.

Frequency of monthly rates of wages.	Bombay City.*	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.(a)	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 26 ..	12	4	6	..	..	2	4	20	5	2	55	3·83
Rs. 26 and below Rs. 30	6	..	1	1	..	2	3	10	3	..	26	1·81
,, 30 ,, ,, ,, 34	16	1	6	2	1	5	7	9	1	..	48	3·34
,, 34 ,, ,, ,, 38	38	2	7	2	4	7	3	14	3	1	81	5·64
,, 38 ,, ,, ,, 42	244	5	10	..	2	9	4	5	2	3	284	19·78
,, 42 ,, ,, ,, 46	92	2	22	3	2	3	5	3	..	..	132	9·19
,, 46 ,, ,, ,, 50	65	..	6	..	..	2	1	1	..	..	75	5·22
,, 50 ,, ,, ,, 54	56	2	11	2	1	1	1	1	..	1	76	5·29
,, 54 ,, ,, ,, 58	49	1	7	4	1	1	2	..	..	..	65	4·53
,, 58 ,, ,, ,, 62	255	5	46	1	..	1	..	..	..	..	308	21·45
,, 62 ,, ,, ,, 66	20	6	42	3	1	..	1	..	..	..	73	5·08
,, 66 ,, ,, ,, 70	14	2	17	..	..	..	..	..	..	..	33	2·30
,, 70 ,, ,, ,, 74	37	3	27	1	..	..	1	..	..	..	69	4·80
,, 74 ,, ,, ,, 78	12	1	10	1	..	..	..	..	..	..	24	1·67
,, 78 ,, ,, ,, 82	17	..	5	..	..	..	..	..	..	..	22	1·53
,, 82 ,, ,, ,, 86	34	..	1	1	..	1	..	..	..	..	37	2·58
,, 86 ,, ,, ,, 90	1	..	..	..	..	1	..	..	..	..	2	0·14
,, 90 ,, ,, ,, 94	10	1	..	..	..	..	..	..	..	..	11	0·77
,, 94 ,, ,, ,, 98	3	..	1	..	..	..	..	..	..	..	4	0·28
,, 98 ,, ,, ,, 102	..	..	..	..	..	..	..	..	..	..	..	..
,, 102 ,, ,, ,, 106	5	..	1	..	..	..	..	..	..	..	6	0·42
,, 106 ,, ,, ,, 110	4	..	..	..	..	..	..	..	..	..	4	0·28
,, 110 ,, ,, ,, 114	..	..	..	..	..	..	..	..	..	..	..	..
,, 114 ,, ,, ,, 118	..	..	..	..	..	..	..	..	..	..	..	..
,, 118 ,, ,, ,, 120	..	..	..	..	..	..	..	..	..	..	..	..
,, 120 and over ..	1	..	..	..	..	..	..	..	..	..	1	0·07
Total ..	991	35	226	21	12	35	32	63	14	7	1,436	100·00

*Excludes 12 workers on piece rates of wages.

(a) Excludes 2 workers on piece rates of wages.

TABLE NO. VI-B.

Frequencies of Rates for Carpenters on Daily Rates.

Frequency of daily rates of wages.	Bombay City.*	*Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.(a)	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below As. 8	8	2	..	..	..	..	..	..	..	3	13	0·59
As. 8 and below As. 12 ...	36	2	..	..	..	2	6	..	..	7	53	2·41
As. 12 and below Re. 1-0-0 ..	63	3	1	..	..	1	16	..	..	5	89	4·04
Re. 1-0-0 and below Rs. 1-4-0	61	11	12	1	..	2	16	..	2	27	132	5·99
Rs. 1-4-0 ,, ,, ,, 1-8-0	61	21	6	..	..	1	33	..	3	12	137	6·22
,, 1-8-0 ,, ,, ,, 1-12-0	153	18	17	2	1	..	18	..	1	41	251	11·39
,, 1-12-0 ,, ,, ,, 2-0-0	146	4	28	3	3	..	14	..	..	22	220	9·99
,, 2-0-0 ,, ,, ,, 2-4-0	206	19	80	..	..	1	12	..	1	38	357	16·21
,, 2-4-0 ,, ,, ,, 2-8-0	158	11	32	3	..	..	4	..	..	18	226	10·26
,, 2-8-0 ,, ,, ,, 2-12-0	354	1	12	3	1	..	..	..	1	6	378	17·16
,, 2-12-0 ,, ,, ,, 3-0-0	56	2	..	..	1	..	..	..	..	34	93	4·22
,, 3-0-0 ,, ,, ,, 3-4-0	65	3	..	..	..	..	1	..	1	2	72	3·27
,, 3-4-0 ,, ,, ,, 3-8-0	159	..	..	1	..	..	..	..	..	6	166	7·54
,, 3-8-0 ,, ,, ,, 3-12-0	7	..	..	..	..	..	..	..	..	..	7	0·32
,, 3-12-0 ,, ,, ,, 4-0-0	3	..	..	..	..	..	..	..	..	..	3	0·12
,, 4-0-0 ,, ,, ,, 4-4-0	3	..	..	..	..	..	..	..	..	..	3	0·12
,, 4-4-0 ,, ,, ,, 4-8-0	..	..	..	1	..	..	..	..	..	..	1	0·05
,, 4-8-0 ,, ,, ,, 4-12-0	..	..	..	..	..	..	..	..	..	..	..	..
,, 4-12-0 ,, ,, ,, 5-0-0	1	..	..	..	..	..	..	..	..	..	1	0·05
,, 5-0-0 and over ..	1	..	..	..	..	..	..	..	..	..	1	0·05
Total ..	1,541	97	188	14	6	7	120	..	9	221	2,203	100·0

*Excludes 3 workers on piece rates of wages.

(a) Excludes 1 worker on piece rates of wages.

TABLE No. VII.

Average Earnings and Attendance in Engineering Occupations in the Bombay City area.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	411	92·8	8 3 11	201 2 6
Do.	B	T	430	93·0	8 0 7	197 3 0
General Maistries	A	T	97	92·7	3 9 6	89 0 2
Do. do.	B	T	133	93·2	3 10 11	92 14 4
Gaugers	A	T	1	92·6	2 8 0	62 8 0
Steam Engine Drivers ..	A	T	77	87·2	3 7 2	83 10 6
Do. do. do. ..	B	T	117	89·8	2 15 5	73 10 0
Oil Engine Drivers ..	A	T	14	93·4	2 1 6	52 8 11
Do. do. do.	B	T	23	95·2	2 6 11	62 6 4
Engine Lighters	A	T	3	98·8	1 0 0	26 10 8
Boiler Attendants—1st Class ..	A	T	6	92·1	3 5 0	83 15 8
Do. do. do. ..	B	T	58	98·1	2 9 4	72 4 8
Boiler Attendants—2nd Class ..	A	T	16	86·9	1 11 9	40 6 2
Do. do. do. ..	B	T	84	94·5	1 13 1	47 10 0
All Boiler Attendants ..	A	T	22	88·4	2 3 1	52 4 5
Do. do. ..	B	T	142	96·0	2 2 4	57 11 2
Engine and Boiler Cleaners ..	A	T	83	90·4	1 0 9	25 2 10
Do. do. do. ..	B	T	92	90.0	1 0 6	24 11 10
Firemen	A	T	235	85·4	1 9 0	36 12 3
Do.	B	T	481	90·0	1 5 9	33 9 11
Stokers and Gunners ..	A	T	5	90·4	2 2 10	53 2 10
Do. do. ..	B	T	8	86·6	1 12 10	42 1 8
Valvemen	A	T	8	100·0	1 3 3	36 6 6
Do.	B	T	18	100·0	1 2 8	33 2 0
Pumpmen and Filtermen ..	A	T	20	94·7	2 1 3	54 4 11
Do. do. ..	B	T	89	91·4	1 4 9	32 11 3
Air Compressor Operators ..	A	T	5	98·5	1 9 7	42 8 5
Do. do. ..	B	T	36	94·7	1 10 0	41 15 9
Cooling and Refrigeration Plant Attendants	A	T	7	89·4	5 1 3	122 10 5
Do. do. ..	B	T	21	87·1	2 10 7	64 4 1
Sprinklers	A	T	1	100·0	2 0 0	54 0 0
Do.	B	T	4	96·3	1 1 4	28 2 0
Water Softeners	B	T	2	94·4	1 2 8	29 12 0
Oilmen	A	T	104	88·5	1 2 3	27 4 7
Do.	B	T	1,576	91·5	1 0 0	24 9 2
Do.	B	P	10	90·9	1 5 7	32 8 6
Ropemen	A	T	9	99·2	1 11 8	45 14 3
Do.	B	T	190	93·9	1 2 8	29 6 4
Gas Makers	B	T	7	92·3	2 4 10	50 14 10
Electric Motormen	A	T	15	92·9	2 2 9	57 3 5
Do. do.	B	T	349	92·9	1 1 11	28 0 4
Superior Turbine Drivers ..	B	T	2	100·0	6 15 1	187 8 0
Shift Chargemen	A	T	22	91·7	6 1 9	156 4 10
Do. do.	B	T	23	91·3	6 0 1	152 11 9
Superior Switch Board Attendants	A	T	3	100·0	4 3 4	110 13 4
Do. do ..	B	T	5	97·1	4 4 2	113 4 10

A—Engineering concerns only.

B—All factories including engineering concerns.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Ordinary Switch Board Attendants	A	T	9	74·5	3 0 2	63 9 5
Do. do.	B	T	68	91·7	2 10 4	67 6 1
All Switch Board Attendants	A	T	12	80·5	3 5 10	75 6 4
Do. do.	B	T	73	92·1	2 12 2	70 8 4
Cable Jointers	A	T	2	98·1	2 14 5	76 14 0
Do.	B	T	3	86·4	2 14 10	68 4 0
Superior Armature Winders	A	T	41	91·9	2 15 0	71 8 11
Do. do. do.	B	T	43	91·5	2 15 8	72 5 6
Ordinary Armature Winders	A	T	42	85·9	1 13 0	41 4 11
Do. do do.	B	T	43	86·3	1 13 2	41 12 2
All Armature Winders	A	T	83	88·9	2 6 2	56 4 0
Do. do.	B	T	86	88·9	2 6 8	57 0 10
All-Round Electricians	A	T	31	88·4	3 7 4	82 8 0
Do. do.	B	T	49	90·7	3 4 7	81 7 6
Superior Wiremen	A	T	221	84·3	2 10 7	59 2 0
Do. do.	B	T	269	86·3	2 10 3	60 7 9
Ordinary Wiremen	A	T	138	80·2	1 7 9	33 15 2
Do. do.	B	T	202	88·9	1 8 0	35 10 9
All Wiremen	A	T	359	85·1	2 3 3	49 7 2
Do.	B	T	471	87·4	2 2 3	49 13 6
Electrical Fitter Maistries	A	T	11	96·2	4 11 11	121 3 11
Superior Electrical Fitters	A	T	146	84·8	2 12 4	61 15 2
Do. do. do	B	T	155	85·6	2 12 0	62 1 5
Ordinary Electrical Fitters	A	T	39	87·0	1 10 7	38 5 7
Do. do. do.	B	T	47	89·0	1 9 11	38 5 4
All Electrical Fitters	A	T	185	85·3	2 8 6	56 15 6
Do. do.	B	T	202	86·4	2 7 8	56 8 11
Plate Pasters	A	T	3	100·0	1 10 0	42 4 0
Erectors	A	T	5	91·5	1 8 8	36 10 10
Battery Chargers	A	T	14	87·4	1 8 2	34 6 1
Markers	A	T	27	72·0	1 5 4	25 15 5
Do.	B	T	28	73·0	1 5 8	26 10 10
Asphalt Plant Operators	A	T	1	100·0	3 13 5	103 11 0
Asphaltmen	A	T	5	97·8	1 10 5	43 8 10
Boilermaker Maistries	A	T	20	86·3	4 13 4	110 15 8
Superior Boilermakers	A	T	267	78·3	2 13 3	59 0 1
Do. do.	B	T	275	78·6	2 13 5	59 7 0
Ordinary Boilermakers	A	T	193	88·1	1 10 1	37 9 5
Do. do.	B	T	198	88·0	1 10 1	37 10 7
All Boilermakers	A	T	460	82·4	2 4 9	50 0 4
Do.	B	T	473	82·5	2 4 11	50 5 2
Steam and Electric Crane Drivers	A	T	128	86·4	1 15 5	44 11 2
Do. do. do.	B	T	131	86·6	1 15 0	44 4 11
Hydraulic Crane Drivers	A	T	201	86·3	1 8 2	33 5 11
Hoistmen	A	T	68	87·4	1 6 3	32 3 9
Do.	B	T	231	92·3	1 0 10	26 3 2
Truckmen	A	T	48	92·9	1 3 2	29 7 6
Do.	B	T	72	92·7	1 1 2	26 0 0
Patternmaker Maistries	A	T	7	97·3	4 7 5	116 1 6
Patternmakers	A	T	100	83·7	2 9 8	58 2 9
Do.	B	T	167	88·1	2 9 0	60 8 4
Moulding Maistries	A	T	20	90·8	3 15 7	96 6 1

A.—Engineering concerns only.

B.—All factories including engineering concerns.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Furnacemen	A	T	167	90·7	1	3	6	29	8	8
Do.	B	T	173	90·3	1	3	6	29	5	2
Do.	A	P	14	92·3	1	1	4	27	0	8
Superior Moulders	A	T	230	86·0	2	11	6	61	5	2
Do.	B	T	241	86·2	2	11	3	61	5	1
Do.	A	P	3	98·8	2	8	0	66	10	8
Ordinary Moulders	A	T	307	80·3	1	6	0	29	2	2
Do.	B	T	321	81·0	1	6	1	29	8	7
Do.	A	P	27	77·8	1	0	5	21	8	7
All Moulders	A	T & P	567	82·6	1	14	11	42	0	6
Do.	B	T & P	592	83·1	1	14	11	42	4	9
Chippers	A	T	136	80·0	1	2	9	24	13	0
Die Casters and Hot Stampers	A	T	18	81·5	1	15	3	42	15	1
Dross Washers	A	T	27	96·3	0	15	9	25	9	6
Machinist Maistries	A	T	25	90·4	5	0	1	119	2	2
Special Machinists	A	T	35	92·2	4	6	5	107	1	2
Do.	B	T	36	92·4	4	6	5	107	7	8
Superior Machinists	A	T	813	87·4	2	12	4	63	15	3
Do.	B	T	975	88·8	2	11	6	63	15	4
Ordinary Machinists	A	T	513	86·7	1	8	9	35	5	9
Do.	B	T	603	87·6	1	8	11	36	1	9
All Machinists	A	T	1,361	97·2	2	5	9	54	4	6
Do.	B	T	1,614	88·4	2	5	3	54	3	5
Drillers	A	T	213	84·2	1	9	4	35	4	0
Do.	B	T	216	84·1	1	9	5	35	3	0
Welding Maistries	A	T	4	98·1	5	0	4	129	3	6
Welders	A	T	134	83·9	2	6	10	54	2	8
Do.	B	T	139	84·4	2	7	2	54	14	1
Lead Burners	A	T	3	96·2	1	14	7	47	12	4
Seaming Machine Attendants	A	T	3	64·2	0	12	0	..*		
Hydraulic Testers	A	T	7	77·2	1	0	10	21	14	7
Faucetters or Socketers	A	T	3	61·7	0	13	0	13	8	8
Pipe Truers	A	T	2	81·5	1	4	11	28	12	0
Plate Cutters	A	T	83	73·4	2	6	3	47	6	10
Plate Rollers	A	T	26	69·7	1	5	10	25	11	0
Hydraulic Pressmen	A	T	1	100·0	1	9	8	43	5	0
Do. do.	B	P	9	75·7	1	6	1	28	2	11
Shipwrights	A	T	66	87·9	2	1	10	50	3	4
Rivet, Bolt and Nut Makers	A	T	5	85·9	2	3	7	51	10	5
Rivetter Maistries	A	T	2	96·3	4	12	10	124	14	0
Rivetters	A	T	976	74·9	1	13	1	36	1	11
Do.	B	T	978	75·0	1	13	0	36	1	6
Rivet Heaters and Holders	A	T	234	76·6	1	0	6	21	2	1
Do. do.	B	T	237	76·4	1	0	6	21	0	5
Template Makers	A	T	21	89·9	1	12	3	42	13	1
Gunsmiths	A	P	2	96·2	4	3	10	105	15	0
Temperers	A	T	8	95·3	3	4	11	83	15	5
Tool Grinders	A	T	30	86·3	1	14	2	43	4	6
Do.	B	T	32	87·2	1	13	2	42	5	3
Cutters	A	T	20	92·3	1	12	8	44	4	3

A.—Engineering concerns only.
B.—All factories including engineering concerns.

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Engravers	A	T	16	77·9	2 14 7	60 14 11
Do.	B	T	17	75·5	2 14 7	59 1 10
Electroplaters and Gilders	A	T	68	86·2	2 6 2	54 5 7
Do. do.	B	T	80	86·6	2 4 3	52 2 5
Emerymen	A	T	18	89·5	1 3 8	29 8 2
Blacksmith Maistries	A	T	57	76·5	4 2 10	83 8 7
Do. do.	B	T	62	77·8	3 15 11	81 6 5
Superior Blacksmiths	A	T	260	80·7	2 14 5	61 14 7
Do. do.	B	T	341	84·2	2 12 0	61 7 6
Ordinary Blacksmiths	A	T	154	81·4	1 5 10	29 6 8
Do. do.	B	T	193	83·0	1 7 0	31 10 2
All Blacksmiths	A	T	414	81·0	2 5 3	49 13 2
Do.	B	T	534	83·8	2 4 5	50 11 0
Hammermen or Strikers	A	T	562	84·9	1 3 10	27 12 0
Do. do.	B	T	677	86·6	1 2 11	27 1 10
Wire Drawers	A	T	9	77·8	1 1 0	22 4 11
Wire Cleaners	A	T	4	63·9	0 13 2	..*
Wire Polishing Machinemen	B	T	3	42·0	0 14 1	..*
Wire Annealers	A	T	1	100·0	1 0 0	27 0 0
Goldsmiths	A	T	5	96·3	2 14 3	75 1 7
Tinsmith and Coppersmith Maistries	A	T	18	94·8	4 2 0	104 15 1
Tinsmiths	A	T	123	86·8	2 4 2	52 3 6
Do.	B	T	239	89·4	2 1 3	49 12 5
Do.	A	P	13	90·3	1 4 9	31 10 2
Tin Making Machinemen	A	T	163	91·0	1 4 7	32 6 6
Do. do.	B	T	184	91·9	1 4 8	32 3 9
Solderers—Men	A	T	208	87·3	1 5 6	31 11 4
Do. do.	B	T	232	86·3	1 5 3	31 4 1
Do. Women	A	P	2	96·3	0 15 0	24 6 0
Coppersmiths	A	T	214	84·2	1 15 11	44 12 4
Do.	A	P	8	92·1	1 11 8	42 15 8
Mineral Oil Fillers	A	T	24	94·4	1 0 8	27 2 6
Testers	A	T	17	93·0	1 2 7	29 1 11
Braziers	A	T	15	86·4	1 11 7	39 6 9
Fitter Maistries	A	T	92	92·9	5 4 7	128 8 6
Do. do.	B	T	95	92·6	5 4 7	128 3 10
Do. do.	A	P	3	93·8	2 15 0	74 7 0
Special Fitters	A	T	128	78·2	4 9 6	95 1 11
Do. do.	B	T	150	81·3	4 9 7	99 5 3
Superior Fitters	A	T	1,806	86·8	2 13 9	65 9 1
Do. do.	B	T	2,371	88·2	2 12 7	65 3 0
Ordinary Fitters	A	T	1,104	87·7	1 8 10	35 12 10
Do. do.	B	T	1,464	88·4	1 8 9	36 4 2
All Fitters	A	T	3,038	86·8	2 7 1	65 15 11
Do.	B	T	3,985	88·0	2 6 3	55 13 7
Fettlers	A	T	19	86·4	1 4 1	28 3 4
Superior Instrument Mechanics	A	T	20	89·9	2 14 10	69 0 11
Do. do.	B	T	21	89·5	2 14 10	68 13 10
Ordinary Instrument Mechanics	A	T	14	91·0	1 9 7	39 4 9
Do. do.	B	T	18	91·6	1 10 2	40 6 8
All Instrument Mechanics	A	T	34	90·4	2 5 10	56 12 10
Do. do.	B	T	39	90·5	2 5 0	55 11 9

A—Engineering concerns only.
B—All factories including engineering concerns.

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Motor Mechanic Maistries	A	T	12	95·4	3 14 4	99 15 10
Superior Motor Mechanics	A	T	181	86·6	2 9 10	61 1 11
Do. do.	B	T	186	86·8	2 10 1	61 10 4
Ordinary Motor Mechanics	A	T	109	87·6	1 2 7	27 8 1
Do. do.	B	T	110	87·7	1 2 9	27 10 7
All Motor Mechanics	A	T	290	87·0	2 1 1	48 7 9
Do. do.	B	T	296	87·1	2 1 4	49 0 3
Tyremen	A	T	3	91·4	1 4 1	31 0 0
Motor and Lorry Drivers	A	T	216	95·1	2 10 0	69 11 3
Do. do.	B	T	405	95·5	2 5 5	63 8 11
Motor Cleaners	A	T	160	88·9	1 0 8	25 13 11
Do. do.	B	T	228	90·8	0 15 11	25 6 7
Glaziers and Lens Surfacers	A	T	4	76·8	2 4 8	47 9 5
Glass Cutters and Grinders	A	T	8	80·2	2 5 0	50 2 0
Springsmiths	A	T	23	86·6	3 1 2	69 2 9
Locksmith Maistries	A	T	3	100·0	3 3 11	87 10 0
Superior Locksmiths	A	T	24	89·2	2 9 3	62 2 0
Ordinary Locksmiths	A	T	81	85·6	1 6 5	32 6 6
All Locksmiths	A	T	105	86·5	1 10 10	39 3 2
Watch and Clock Repairers	A	T	50	95·3	2 7 9	63 13 6
Do. do.	B	T	51	95·4	2 7 3	63 0 9
Do. do.	A	P	1	100·0	5 4 11	138 0 0
Processmen	A	T	107	92·9	0 14 3	24 13 3
Metal Stampers	A	T	27	96·6	1 1 11	29 2 1
Metal Pressmen	A	T	130	85·9	1 5 8	31 3 6
Metal Cutters	A	T	94	87·5	1 2 4	26 15 11
Do. do.	A	P	6	95·4	0 12 4	19 12 9
Metal Trimmers, Rollers and Beaders	A	T	261	88·8	1 2 8	27 13 8
Do. do. do.	A	P	11	94·6	1 5 3	33 14 9
Metal Ware Fitters	A	T	443	85·2	1 3 3	27 7 6
Metal Ware Fitters	A	P	67	75·4	1 4 1	25 1 0
Annealers	A	T	55	82·9	1 3 1	26 7 1
Metal Spinners	A	T	17	82·8	1 15 4	43 4 8
Do. do.	A	P	90	85·8	2 6 5	55 9 0
Frosters—Men	A	T	3	80·0	1 2 2	22 11 0
Do. do.	A	P	3	64·2	1 4 3	.. *
Do. Women	A	T	22	92·4	0 8 7	13 5 8
Do. do.	A	P	10	41·9	0 9 6	.. *
Metal Polishers	A	T	498	81·7	1 0 2	22 4 1
Do. do.	B	T	499	81·7	1 0 2	22 3 11
Do. do.	A	P	336	80·4	1 0 5	22 3 8
Do. do.	B	P	337	80·3	1 0 6	22 4 4
Metal Filers	A	T	30	93·3	1 0 0	25 3 3
Do. do.	A	P	27	68·1	0 14 0	..
Coin Ringers and Examiners	A	T	53	89·6	1 3 4	29 4 5
Painter Maistries	A	T	20	91·5	4 4 10	104 1 5
Superior Painters	A	T	387	83·0	2 10 1	57 6 11
Do. do.	B	T	399	83·2	2 10 10	58 10 8
Ordinary Painters	A	T	640	79·9	1 8 5	32 4 3
Do. do.	B	T	778	82·4	1 7 2	31 11 6

A—Engineering concerns only.
B—All factories including engineering concerns.

*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
All Painters	A	T	1,027	81·1	1 15 3	41 12 0
Do.	B	T	1,177	82·7	1 13 10	40 13 8
Letterers	A	T	103	86·9	2 14 5	65 10 10
Concrete Moulders	A	T	3	96·3	1 2 5	29 14 8
Concrete Reinforcers	A	T	3	37·0	0 12 6	..
Concrete Assemblers	A	T	7	50·3	0 12 0	10 2 10
Concrete Dismantlers ..	A	T	2	31·5	0 12 0	..
Maturing Tank Attendants ..	A	T	5	95·6	0 11 1	17 13 7
Concrete Pipe Testers ..	A	T	1	92·6	0 12 0	18 12 0
Progressmen	A	T	29	91·6	9 1 0	215 14 9
Shunting Drivers	A	T	7	92·3	5 2 1	123 2 5
Pointsmen	A	T	30	78·1	0 15 9	21 8 10
Wheel Tappers	B	T	1	100·0	0 14 11	25 2 0
Call Boys	A	T	25	85·7	0 11 9	18 8 5
Do.	B	T	26	86·2	0 11 8	18 6 3
Do. Children	A	T	8	77·8	0 8 6	11 2 10
Timber Markers	A	T	19	89·6	3 1 9	73 9 10
Cabinet Makers and Body and Boat Builders	A	T	178	89·3	3 8 2	82 5 3
Wheelwrights	A	T	3	87·7	3 9 7	85 3 0
Carpenter Maistries	A	T	68	88·7	4 9 4	107 11 1
Do. do.	B	T	72	89·3	4 8 4	107 1 8
Superior Carpenters	A	T	1,266	87·0	2 13 0	64 8 1
Do. do.	B	T	1,475	88·1	2 11 8	63 10 7
Do. do.	A	P	12	62·4	2 5 11	38 10 9
Ordinary Carpenters	A	T	686	79·1	1 7 10	31 5 6
Do. do.	B	T	1,057	83·8	1 8 5	34 3 4
All Carpenters	A	T & P	1,964	84·1	2 6 0	52 12 3
Do.	B	T & P	2,544	86·2	2 3 10	51 4 11
Wood Working Machinists ..	A	T	215	82·7	1 11 0	37 1 11
Wood Carvers	A	T	6	81·5	2 8 1	55 1 5
Wood Caulkers	A	T	52	62·1	1 11 7	28 14 5
Sawyers	A	T	60	85·0	1 15 8	44 12 2
Do.	B	T	68	86·3	1 13 10	42 14 7
Saw Bench Attendants ..	A	T	94	89·2	1 0 6	24 8 11
Do. do.	B	T	96	89·4	1 0 7	24 12 0
Polishers	A	T	207	76·7	1 14 6	38 12 2
Do.	B	T	210	77·0	1 14 5	38 14 8
Do.	A	P	23	94·0	1 3 2	30 5 9
Brush Makers—Men	A	T	39	88·9	0 10 9	15 15 9
Do. Women ..	A	P	11	82·2	0 10 3	14 3 8
Coopers	A	T	5	93·3	1 9 11	40 12 9
Upholsterers—Men	A	T	165	82·9	2 9 2	56 6 6
Do.	A	P	1	14·8	2 8 0	..
Do. Women	A	T	3	100·0	1 0 0	27 0 0
Canemen	A	T	5	77·9	2 5 4	47 9 2
Do.	B	T	6	77·8	2 2 5	44 1 4
Sail Makers	A	T	39	84·9	1 14 11	44 4 9

A.—Engineering concerns only.

B.—All factories including engineering concerns.

TABLE No. VII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Riggers	A	T	12	82·1	2 5 6	51 15 6
Superior Tailors	A	T	40	75·2	2 6 3	47 8 11
Do. do.	B	T	42	76·4	2 6 3	48 5 7
Do. do.	A	P	5	100·0	3 5 2	86 5 11
Ordinary Tailors	A	T	27	89·5	1 10 3	38 7 1
Do. do.	B	T	87	91·7	1 2 6	27 8 2
Do. do.	B	P	9	98·8	1 6 0	36 10 11
All Tailors	A	T & P	72	82·3	2 2 8	46 13 4
Do.	B	T & P	143	87·9	1 9 3	36 4 3
Vulcanizers	A	T	11	95·6	2 3 4	57 0 5
Plumbers	A	T	37	77·7	2 5 6	49 12 11
Do.	B	T	42	80·2	2 5 7	51 9 4
Masons	A	T	123	83·4	2 1 4	46 12 6
Do.	B	T	253	86·5	1 14 10	44 15 2
Tile Turners	B	T	3	100·0	1 1 10	30 2 2
Saddlers	A	T	1	100·0	1 3 3	32 8 0
Mochis (or Cobblers)	A	T	84	85·8	2 0 3	45 5 7
Do. do.	B	T	401	91·5	1 2 7	28 6 11
Measurers	A	T	3	90·1	1 9 9	39 1 8
Do.	B	T	22	84·8	1 1 4	24 13 8
Weighmen	A	T	60	96·9	1 6 4	36 11 10
Do.	B	T	256	90·2	1 1 6	26 8 2
Do.	B	P	15	84·9	1 4 3	28 14 1
Do.	B	T	1	100·0	0 13 0	21 15 0
Do. Women	B	T	5	100·0	1 4 4	34 4 5
Stencil Cutters	A	T	6	100·0	1 8 4	41 1 0
Do.	B	T	167	88·7	0 14 4	21 2 5
Packers, Wrappers and Labellers	A	T	679	87·9	0 13 6	19 12 5
Do. do. do.	B	T	53	89·7	0 11 0	16 0 5
Do. do. Women	A	T	216	89·4	0 11 11	17 12 10
Do. do. do.	B	T	90	85·7	2 1 0	46 15 7
Superior Apprentices	A	T	193	89·9	2 5 4	56 2 7
Do. do.	B	T	709	87·0	0 14 9	21 4 2
Ordinary Apprentices	A	T	846	87·0	0 15 1	21 11 8
Do. do.	B	T	799	86·9	1 0 10	24 2 6
All Apprentices	A	T	1,039	87·5	1 3 5	28 2 4
Do.	B	T	7	83·6	2 7 1	55 2 3
Linesmen	A	T	3	87·1	1 5 10	33 10 8
Winchmen	A	T	7	97·3	4 2 10	108 0 0
Time Checkers	B	T	43	93·7	2 1 4	52 13 9
Do.	A	T	6	92·0	1 2 3	28 4 6
Ticket Boys	B	T	255	95·3	1 0 11	28 0 5
Do.	A	T	239	89·9	1 12 2	42 5 4
Muccadams	B	T	579	92·9	1 9 0	38 14 0
Do.	B	P	5	80·9	1 2 5	21 6 10
Do.	A	T	3	100·0	0 14 8	24 11 3
Naikins (Women)	B	T	135	95·1	1 6 4	35 10 0
Do. do.	A	P	1	96·3	2 4 11	60 0 0
Do. do.	B	P	2	98·1	2 3 3	57 5 6

A.—Engineering concerns only.

B.—All factories including engineering concerns.

TABLE No. VII—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Nawghanies	A	T	1,184	82·8	1	4	6	28	8	6
Do.	B	T	2,083	86·5	1	2	5	26	13	0
Mechanics' Assistants ..	A	T	552	81·3	1	1	2	23	9	3
Do. do.	B	T	715	83·3	1	0	7	23	4	1
Coolies—Men	A	T	6,274	83·2	0	15	11	22	1	0
Do. Women	A	T	376	83·3	0	8	14	12	5	4
Do. Children	A	T	12	100·0	0	6	8	11	4	0
Fire Brigademen	B	T	64	94·3	0	14	11	26	4	0
Jamadars	A	T	25	96·7	1	3	4	32	7	1
Do.	B	T	152	95·5	1	2	8	33	14	7
Watchmen	A	T	343	96·5	0	15	3	26	10	2
Do.	B	T	1,570	95·5	0	13	6	24	6	3
Lampmen	A	T	2	100·0	1	9	2	41	11	0
Do.	B	T	6	89·0	1	2	7	28	3	4
Cartmen	A	T	3	88·6	1	0	8	24	4	9
Do.	B	T	236	92·5	0	14	4	24	7	5
Gunny Bag Sewers—Men ..	B	T	25	90·0	0	14	2	21	5	9
Do. do. Women ..	B	T	3	100·0	0	11	0	18	8	8
Warehousemen	A	T	199	90·1	1	2	7	27	15	7
Do.	B	T	466	92·1	1	1	3	26	9	11
Watermen	A	T	16	100·0	1	3	4	32	2	7
Do.	B	T	84	98·6	0	12	5	24	0	5
Do. Women	A	T	8	75·5	0	15	6	19	12	2
Dhobis	B	T	94	83·5	0	15	2	19	9	5
Chokras or Odd Jobs Boys ..	A	T	7	100·0	0	5	8	9	8	0
Do. do. ..	B	T	12	88·9	0	5	6	8	4	10
Sweepers—Men	A	T	130	96·7	0	14	2	23	12	2
Do. do.	B	T	878	92·9	0	11	4	18	1	4
Do. Women	A	T	24	81·2	0	10	5	14	12	7
Do. do.	B	T	1,376	94·3	0	8	6	13	8	3

A—Engineering concerns only.

B—All factories including engineering concerns.

TABLE No. VIII.

Average Earnings and Attendance in Engineering Occupations in the Bombay Suburban, Thana, Kolaba and Ratnagiri areas.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	24	92·4	8 4 7	207 3 0
General Maistries	A	T	2	96·5	3 15 4	108 14 6
,, ,, ...	B	T	9	94·4	2 11 3	70 9 8
Steam Engine Drivers ..	A	T	2	91·2	1 8 2	39 4 0
,, ,, ,, ..	B	T	10	97·8	2 2 0	57 9 10
Oil Engine Drivers	A	T	1	100·0	1 7 8	40 0 0
,, ,, ,, ...	B	T	8	91·5	1 13 11	45 5 5
Engine Lighters	A	T	3	68·8	0 14 5	....*
Boiler Attendants—1st Class ..	B	T	6	99·4	2 5 9	67 3 3
,, ,, 2nd Class ..	B	T	10	99·3	1 8 9	43 5 8
All Boiler Attendants ..	B	T	16	99·3	1 13 8	52 4 9
Engine, Boiler and Machine Cleaners	A	T	75	88·7	0 14 10	24 4 4
Engine, Boiler and Machine Cleaners	B	P	8	100·0	1 1 11	13 14 0
Firemen	A	T	8	78·9	2 5 10	52 0 0
,, ...	B	T	33	91·3	1 5 11	34 0 10
Pumpmen	A	T	7	91·3	1 9 11	43 11 5
,, ...	B	T	8	88·0	1 9 6	40 15 8
Air Compressor Operators ..	A	T	3	94·4	2 0 1	56 13 4
Oilmen	A	T	28	86·5	1 6 0	33 2 2
,, ...	B	T	102	90·5	1 1 2	26 5 7
,, ...	B	P	4	95·4	1 5 9	35 0 9
Ropemen	B	T	15	89·1	1 2 6	27 8 7
,, ...	B	P	3	90·1	1 6 0	33 7 4
Shift Chargemen	A	T	25	88·9	8 12 1	227 0 0
Electric Motormen	A	T	1	100·0	1 9 0	39 0 0
,, ,, ...	B	T	15	81·6	1 0 3	22 4 1
Superior Turbine Drivers ..	A	T	17	92·5	7 15 7	212 15 1
Ordinary ,, ,, ..	A	T	11	87·2	4 9 10	108 11 4
All Turbine Drivers	A	T	28	90·5	6 12 1	171 15 11
Stokers	A	T	13	90·6	7 5 5	179 8 4
Turbine Cleaners	A	T	16	84·0	1 0 11	24 0 3
Superior Switch Board Attendants	A	T	9	88·9	8 1 3	193 14 8
Ordinary ,, ,, ,, ..	A	T	9	96·2	1 11 8	58 4 7
All Switch Board Attendants ..	A	T	18	93·0	4 6 0	126 1 7
Superior Armature Winders ..	A	T	18	98·4	3 9 0	95 12 2
All Round Electricians ..	B	T	2	73·6	4 11 3	91 12 0
Superior Wiremen	A	T	4	94·6	2 13 6	75 6 9
,, ,, ...	B	T	8	92·5	2 11 4	71 5 11
Ordinary ,, ...	A	T	5	94·6	1 3 8	34 3 5
,, ,, ...	B	T	10	96·5	1 7 0	39 3 2
All Wiremen	A	T	9	94·6	1 14 11	52 8 5
,, ,, ...	B	T	18	94·7	1 15 10	53 7 11
Electrical Fitter Maistries ..	A	T	8	100·0	5 13 6	157 12 0
Superior Electrical Fitters ..	A	T	65	94·4	3 4 8	82 6 2
,, ,, ,, ..	B	T	66	94·3	3 4 5	82 0 2
Ordinary ,, ,, ..	A	T	54	94·3	1 7 11	37 7 6
,, ,, ,, ..	B	T	55	94·3	1 7 11	37 7 4

A—Engineering concerns only.
B—All factories including engineering concerns.
* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VIII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
All Electrical Fitters ..	A	T	119	94·3	2	7	7	62	0	1
,, ,, ,, ...	B	T	121	94·3	2	7	6	61	12	2
Markers	A	T	14	93·6	1	3	3	33	13	1
Boilermaker Maistries ..	A	T	1	100·0	4	4	2	115	0	0
Superior Boilermakers ..	A	T	10	90·0	2	15	9	72	13	7
Ordinary ,, ,, ..	A	T	211	87·1	1	2	10	30	11	0
All Boilermakers	A	T	221	87·2	1	4	0	32	9	6
Brickarchmen	A	T	1	100·0	1	1	0	33	0	0
Steam and Electric Crane Drivers	A	T	27	92·9	1	13	7	49	2	11
Assistant Cranemen and Slingers.	A	T	24	87·9	1	5	3	35	1	1
Hoistmen	B	T	4	96·3	0	11	10	19	3	11
Truckmen	A	T	8	90·4	1	11	7	44	5	6
Patternmakers	A	T	1	83·3	1	10	0	32	8	0
,, ,, ...	B	T	5	93·8	2	0	10	49	4	4
Moulding Maistries	A	T	1	91·7	3	1	10	68	8	6
Furnacemen	A	T	2	100·0	0	12	5	21	0	0
,, ...	B	T	4	100·0	0	11	6	19	5	9
Superior Moulders	A	T	1	54·2	2	10	0	....*		
,, ,, ...	B	T	2	75·5	2	8	8	47	1	0
Ordinary ,, ...	A	T	8	82·0	0	15	9	19	9	3
,, ,, ...	B	T	9	84·2	1	1	6	22	10	4
All Moulders	A	T	9	78·9	1	1	9	21	3	1
,, ,, ...	B	T	11	82·6	1	5	5	27	1	5
Chippers	A	T	9	84·5	1	5	6	33	5	0
,, ...	B	T	10	84·9	1	6	1	34	1	6
Special Machinists	A	T	1	92·3	5	0	0	120	0	0
Superior ,, ...	A	T	21	93·3	2	14	7	73	8	3
,, ,, ...	B	T	33	93·1	2	13	5	70	6	5
Ordinary ,, ...	A	T	41	85·9	1	6	5	33	5	6
,, ,, ...	B	T	55	88·1	1	7	2	35	2	9
All Machinists	A	T	63	88·4	1	15	8	48	1	9
,, ,, ...	B	T	89	89·9	2	0	2	49	3	0
Drillers	A	T	30	88·9	1	3	3	32	1	0
Welders	A	T	5	99·3	2	9	5	71	6	5
,, ...	B	T	6	99·4	2	11	2	73	12	6
Plate Rollers	A	T	1	100·0	2	1	8	63	2	0
Hydraulic Pressmen ..	A	T	2	96·7	1	0	10	30	7	0
Chairing Machine Attendants ..	A	T	6	77·3	1	3	3	23	4	4
Straighteners	A	T	2	86·7	1	0	8	27	1	0
Rotary and Beam Enders ..	A	T	5	92·7	1	6	7	39	4	10
Rivetter Maistries	A	T	2	98·3	2	5	7	69	5	6
Rivetters	A	T	10	94·9	1	7	5	41	1	6
Rivet Heaters and Holders ..	A	T	33	91·6	1	1	3	29	6	11
Template Makers	A	T	14	95·7	1	4	5	36	11	2
Tool Grinders	B	T	2	100·0	2	8	1	65	2	3
Blacksmith Maistries ..	A	T	1	100·0	2	12	6	83	8	0
Superior Blacksmiths ..	A	T	14	92·4	2	13	3	70	14	1
,, ,, ..	B	T	19	93·6	2	10	8	67	2	8
Ordinary ,, ..	A	T	7	69·7	1	10	4	32	7	11
,, ,, ..	B	T	15	79·7	1	9	4	34	10	10
All Blacksmiths	A	T	21	84·6	2	7	11	58	1	4
,, ,, ..	B	T	34	87·4	2	3	7	52	13	4

A.—Engineering concerns only.
B.—All factories including engineering concerns.
* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VIII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average dail earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Hammermen	A	T	14	92·7	1 1 1	27 14 11
,, ...	B	T	27	91·5	1 0 2	25 5 11
Goldsmiths	A	T	1	81·5	1 2 8	25 10 6
Silversmiths	A	T	20	81·5	1 4 8	28 6 0
Tinsmiths	A	T	12	78·9	1 10 8	32 9 5
,, ...	B	T	22	86·9	1 12 4	39 7 5
Solderers	B	T	4	88·0	1 1 10	26 6 7
Coppersmiths	A	T	4	83·0	3 12 3	82 14 4
Tin Seamers and Exhausters ..	B	T	16	85·0	0 8 2	11 11 1
Fitter Maistries	A	T	3	98·7	5 11 3	146 5 4
Special Fitters	A	T	4	85·2	4 9 0	104 15 6
,, ,, ...	B	T	5	88·1	4 7 0	105 9 2
Superior ,, ...	A	T	120	92·2	2 14 11	74 6 5
,, ,, ...	B	T	191	92·5	2 12 5	69 10 5
Ordinary ,, ...	A	T	114	88·3	1 6 10	34 13 3
,, ,, ...	B	T	208	89·3	1 6 5	33 15 10
All Fitters	A	T	238	90·2	2 4 0	55 15 4
,, ,, ...	B	T	404	90·8	2 1 7	51 11 9
Superior Motor Mechanics ..	B	T	1	100·0	2 8 0	62 8 0
Motor and Lorry Drivers ..	A	T	5	99·3	2 4 0	66 10 10
,, ,, ,, ,, ..	B	T	27	95·6	2 0 8	55 15 11
Motor Cleaners	A	T	3	100·0	0 13 10	25 0 8
,, ,, ...	B	T	18	92·3	0 13 1	21 3 3
Metal Pressmen	A	T	6	71·3	0 8 0	....*
Metal Cutters	A	T	1	74·1	1 0 0	20 0 0
Metal Trimmers, Rollers and Beaders	A	T	2	75·0	0 6 2	....*
Metalware Fitters	A	T	18	46·8	0 5 10	....*
Annealers	A	T	1	55·6	0 10 8	....*
Frosters	A	T	32	92·8	1 1 10	26 14 6
Metal Polishers	A	T	2	61·5	0 8 9	....*
Superior Painters	A	T	1	96·2	2 9 7	65 0 0
,, ,, ...	B	T	2	96·2	2 7 3	61 5 5
Ordinary ,, ...	A	T	26	91·5	1 1 8	29 1 6
,, ,, ...	B	T	27	91·8	1 1 9	29 4 7
All Painters	A	T	27	91·6	1 2 6	30 6 10
,, ,, ...	B	T	29	92·0	1 3 2	31 7 11
Engine Examiners	A	T	4	100·0	6 4 9	195 4 0
Turntablemen	A	T	4	75·8	0 11 10	17 7 0
Pointsmen	A	T	15	88·2	0 12 6	21 4 6
Call Boys	A	T	15	88·0	0 12 10	21 14 8
Timber Markers	B	T	1	100·0	1 3 0	30 13 6
Carpentor Maistries	A	T	2	100·0	3 0 7	78 15 0
,, ,, ...	B	T	3	100·0	3 13 11	99 4 8
Superior Carpenters	A	T	14	84·8	2 8 5	56 8 0
,, ,, ...	B	T	54	87·9	2 5 8	54 3 9
Ordinary ,, ...	A	T	18	80·0	1 4 10	28 15 9
,, ,, ...	B	T	78	84·7	1 5 0	30 0 11
,, ,, ...	B	P	3	44·4	3 4 0	....*
All Carpenters	A	T	32	82·0	1 13 6	41 0 4
,, ,, ...	B	T & P	135	85·0	1 12 2	39 14 10
Polishers	A	T	1	79·2	0 14 0	16 10 0
Upholsterers	A	T	1	100·0	1 13 6	48 0 0

A.—Engineering concerns only.
B.—All factories including engineering concerns.
* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. VIII—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Ordinary Tailors	B	T	3	100·0	1	5	6	36	4	5
Plumbers	B	T	3	98·7	2	4	3	58	3	0
Masons	A	T	5	99·2	1	14	6	49	15	11
,, ...	B	T	27	88·7	1	14	1	43	10	3
Mochis	A	T	2	100·0	1	5	2	35	0	0
,, ...	B	T	17	89·7	1	0	8	25	1	0
Measurers	B	T	3	87·7	1	5	3	31	7	3
Weighmen	B	T	9	84·4	0	13	2	18	11	5
,, ...	B	P	1	22·2	1	2	4	6	14	0
Stencil Cutters	A	T	5	87·3	1	0	7	27	2	10
Packers, Wrappers and Labellers—Men	B	T	58	82·9	0	11	3	15	15	10
Packers, Wrappers and Labellers—Women	B	T	14	86·9	0	7	3	11	2	11
Packers, Wrappers and Labellers—Men	B	P	10	90·4	1	8	3	35	9	1
Packers, Wrappers and Labellers—Women	B	P	2	100·0	0	14	1	22	15	0
Packers, Wrappers and Labellers—Children	B	T	4	47·2	0	4	2	....*		
Superior Apprentices ..	A	T	1	86·2	0	13	11	21	12	5
,, ,, ...	B	T	4	95·5	1	7	11	39	3	1
Ordinary ,, ...	A	T	5	83·7	0	13	4	18	0	10
All Apprentices	A	T	6	84·2	0	13	6	18	10	9
,, ,, ...	B	T	9	89.1	1	2	7	27	7	2
Time Checkers	A	T	2	100·0	1	8	7	46	2	0
Ticket Boys	B	T	8	96·1	1	2	6	32	3	1
Muccadams	A	T	19	93·4	1	6	1	36	12	4
,, ...	B	T	84	95·7	1	7	1	37	7	7
,, ...	B	P	4	95·4	1	8	11	40	0	11
Naikins (Women)	B	T	11	95·5	1	0	9	26	1	7
Nawghanies	A	T	35	90·6	1	1	1	26	1	10
,, ...	B	T	106	90·0	0	15	5	23	4	8
,, ...	B	P	14	67·1	1	4	9	21	12	6
Mechanics' Assistants ..	A	T	21	93·6	1	5	6	35	9	5
,, ,, ..	B	T	46	93·5	1	1	5	27	10	2
Coolies	A	T	741	90·9	0	14	11	24	0	10
Fire Brigademen	B	T	14	99·0	0	14	4	24	7	10
Jamadars	A	T	1	100·0	1	14	3	58	10	0
,, ...	B	T	11	99·7	1	1	1	32	15	3
Watchmen	A	T	46	93·7	0	14	7	25	15	1
,, ...	B	T	158	95·6	0	13	4	24	4	0
Lampmen	A	T	4	100·0	0	15	7	30	4	0
Cartmen	B	T	7	90·0	0	10	11	18	5	0
Warehousemen	A	T	10	89·3	0	15	6	25	1	7
,, ...	B	T	39	92·2	0	13	3	21	0	3
Watermen—Men	A	T	4	97·4	1	5	7	37	7	9
,, ,, ...	B	T	11	92·0	0	15	8	25	10	5
Waterwomen—Women ..	B	T	1	96·3	0	10	0	16	4	0
Sweepers—Men	A	T	45	95·6	0	12	11	23	3	1
,, ,, ...	B	T	94	90·5	0	11	8	19	5	6
Sweepers—Women	A	T	4	91·5	0	9	4	15	11	11
,, ,, ...	B	T	75	89·3	0	8	3	12	13	10

A—Engineering concerns only.
B—All factories including engineering concerns.
* Omitted owing to low percentage attendance and small number of workers returned.

Table No. IX.

Average Earnings and Attendance in Engineering Occupations in the Ahmedabad City Area.

Occupation		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	2	100·0	8 15 3	241 11 6
General Maistries	A	T	4	99·1	3 2 3	83 3 7
,, ,, ..	B	T	80	95·3	3 8 1	98 8 7
Steam Engine Drivers ..	A	T	13	98·9	1 6 9	39 13 6
,, ,, ,, ..	B	T	134	96·3	1 8 1	39 5 10
Oil Engine Drivers	A	T	6	92·6	3 7 11	87 5 0
,, ,, ,, ..	B	T	20	97·0	2 0 5	53 1 3
Boiler Attendants 1st Class ..	A	T	3	98·9	3 6 3	99 7 4
,, ,, ,, ,, ..	B	T	71	96·9	2 14 0	79 11 5
,, ,, 2nd Class ..	A	T	1	88·9	2 6 0	57 0 0
,, ,, ,, ,, ..	B	T	46	96·3	2 6 4	64 14 4
All Boiler Attendants ..	A	T	4	96·6	3 2 9	88 13 6
,, ,, ,, ...	B	T	117	96·7	2 11 0	73 14 2
Boiler Cleaners	A	T	5	95·6	1 2 0	29 0 0
,, ,, ...	B	T	79	93·3	0 13 9	21 11 6
Firemen	A	T	11	96·0	1 6 8	37 6 9
,, ...	B	T	374	92·2	1 6 5	35 0 0
Valvemen	A	T	2	100·0	0 15 0	29 0 0
,, ...	B	T	5	92·3	0 13 11	22 12 7
Pumpmen	B	T	100	93·9	1 3 2	30 7 0
Air Compressor Operators ..	B	T	3	100·0	1 1 11	29 14 7
Cooling and Refrigerating Plant Attendants	A	T	4	98·1	1 6 2	36 12 0
,, ,, ,, ..	B	T	55	93·2	1 2 3	29 0 3
Sprinklers	B	T	2	96·3	1 5 6	34 14 2
Water Softners	B	T	10	99·3	1 7 1	38 11 1
Oilmen	A	T	72	95·9	1 2 6	30 3 0
,, ...	B	T	1,663	91·4	1 2 8	28 12 6
Ropemen	B	T	96	90·7	1 6 1	33 12 5
,, ...	B	P	2	100·0	1 4 6	34 10 3
Electric Motormen	B	T	49	94·6	1 3 6	30 14 2
Ordinary Turbine Drivers ..	B	T	27	98·0	2 1 7	56 2 0
Shift Chargemen	A	T	5	86·7	2 12 7	65 3 2
Turbine Cleaners	B	T	8	90·3	1 3 0	28 14 8
Ordinary Switch Board Attendants	A	T	8	91·2	2 9 4	63 10 0
,, ,, ,, ..	B	T	57	91·3	1 15 1	48 12 9
All-Round Electricians ..	B	T	4	98·2	2 14 7	80 0 0
Superior Wiremen	B	T	36	95·0	2 6 10	63 12 3
Ordinary Wiremen	B	T	52	93·8	1 5 9	34 14 7
All Wiremen	B	T	88	94·3	1 12 10	46 11 5
Electrical Fitter Maistries ..	B	T	1	87·1	3 15 10	107 10 9
Superior Electrical Fitters ..	A	T	1	77·8	3 9 2	75 0 0
Ordinary ,, ,, ..	B	T	1	59·3	0 12 9	....*
All ,, ..	B	T	2	68·5	2 5 11	....*
Boilermaker Maistries ..	A	T	8	82·1	4 1 11	101 7 2
,, ,, ..	B	T	9	84·1	4 1 9	104 1 0

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Superior Boilermakers ..	B	T	7	81·8	2 6 10	53 0 0
Brickarchmen	A	T	1	100·0	1 6 1	41 6 0
Assistant Cranemen and Slingers	B	T	2	100·0	0 15 3	25 11 2
Hoistmen	B	T	57	97·7	0 15 10	25 14 2
Trolleymen	A	T	4	100·0	0 12 1	20 6 6
,, ...	B	T	89	90·1	0 12 1	18 8 0
Patternmakers	A	T	4	99·1	2 12 7	74 7 11
,, ...	B	T	30	90·8	2 10 11	66 1 7
Moulding Maistries	A	T	6	92·0	2 9 1	63 11 11
Furnacemen	A	T	1	100·0	1 6 0	37 2 0
,, ...	B	T	8	96·3	1 14 6	49 9 1
Superior Moulders	A	T	24	86·6	2 3 10	52 9 2
,, ,, ...	B	T	31	89·2	2 3 9	53 15 4
Ordinary Moulders	A	T	90	82·1	1 7 6	32 9 1
,, ,, ...	B	T	123	83·9	1 6 4	31 9 1
All Moulders	A	T	114	83·0	1 10 3	36 12 5
,, ,, ...	B	T	154	85·0	1 9 2	36 1 2
Chippers	A	T	25	87·1	0 15 10	23 5 3
Machinist Maistries	A	T	1	100·0	2 1 11	57 4 3
,, ,, ...	B	T	2	94·8	2 10 10	73 10 2
Superior Machinists	A	T	24	88·3	2 7 11	59 10 2
,, ,, ...	B	T	136	91·3	2 6 1	58 10 6
Ordinary Machinists ..	A	T	65	87·5	1 4 0	29 7 2
,, ,, ..	B	T	179	90·7	1 6 4	34 3 1
All Machinists	A	T	89	87·8	1 9 5	37 9 5
,, ,, ...	B	T	315	91·0	1 13 2	44 10 1
Drillers	A	T	1	96·3	1 9 10	42 0 0
Rivetters	A	T	3	100·0	1 9 4	42 12 0
,, ...	B	T	4	95·4	1 5 10	35 1 5
Emerymen	A	T	2	98·1	0 7 6	12 6 9
Blacksmith Maistries ..	B	T	6	90·7	3 3 6	78 13 8
Superior Blacksmiths ..	A	T	7	86·7	2 11 10	66 1 6
,, ,, ..	B	T	75	88·7	2 5 4	56 3 1
Ordinary Blacksmiths ..	A	T	6	83·3	1 7 6	33 0 2
,, ,, ...	B	T	38	93·0	1 10 2	40 14 8
All Blacksmiths	A	T	13	85·2	2 2 9	50 13 2
,, ,, ...	B	T	113	90·1	2 1 6	51 0 10
Hammermen or Strikers ..	A	T	9	93·5	0 15 10	25 3 1
,, ,, ..	B	T	93	90·3	1 1 1	26 0 2
Tinsmiths ..	B	T	70	97·4	1 14 6	50 2 6
Tin Making Machinemen—Men ..	A	T	23	94·2	0 12 4	19 9 0
,, ,, ,, —Children	A	T	4	87·0	0 4 9	7 0 3
Solderers ..	A	T	7	95·2	1 2 5	29 10 3
Coppersmiths ..	A	T	2	92·6	3 9 9	90 4 0
,, ..	B	T	3	93·8	2 13 2	71 7 3
Testers ..	A	T	1	100·0	2 6 6	65 0 0
Fitter Maistries ..	A	T	3	97·6	3 8 7	96 11 5
,, ,, ...	B	T	4	98·2	3 9 3	97 8 7
Special Fitters	A	T	1	100·0	4 3 7	114 0 0
,, ,, ...	B	T	5	100·0	5 4 0	141 12 10
Superior Fitters	A	T	58	86·2	3 1 1	74 1 9
,, ,, ...	B	T	375	92·7	2 8 6	63 11 3

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. IX—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Ordinary Fitters ..	A	T	67	90·6	0 15 4	23 6 5
,, ,, ..	B	T	392	91·5	1 6 8	34 13 8
,, ,, ..	B	P	1	96·3	0 15 9	25 10 0
All Fitters ..	A	T	126	88·6	1 15 3	47 7 5
,, ,, ..	B	T&P	773	92·1	1 15 10	49 8 6
Motor and Lorry Drivers ..	A	T	3	85·9	2 2 9	52 12 8
,, ,, ,,	B	T	46	95·8	1 14 2	50 1 10
Motor Cleaners ..	B	T	30	97·2	0 12 8	20 15 11
Metal Stampers ..	A	T	4	86·1	0 13 6	19 9 3
Metal Trimmers, Rollers and Beaders	A	T	3	96·3	0 12 6	20 5 8
Painter Maistries	A	T	1	92·6	3 3 3	80 2 0
Superior Painters	A	T	4	68·5	3 5 11	62 5 0
Ordinary Painters	A	T	11	82·8	1 13 2	40 11 7
,, ,, ...	B	T	20	87·9	1 6 7	34 5 1
All Painters	B	T	24	84·7	1 10 9	38 15 9
Concrete Moulders	A	T	3	97·5	0 15 11	26 4 0
Concrete Reinforcers.. ..	A	T	4	67·6	0 14 1	....*
Concrete Assemblers.. ..	A	T	4	77·8	0 14 10	19 6 8
Concrete Dismantlers ..	A	T	1	100·0	1 3 0	31 7 6
Carpenter Maistries	B	T	14	95·3	3 4 0	89 14 1
Superior Carpenters	A	T	21	87·5	2 14 2	68 2 1
,, ,, ...	B	T	277	93·6	2 6 4	61 7 2
Ordinary ,, ...	A	T	9	93·0	1 9 4	39 13 0
,, ,, ...	B	T	137	92·6	1 9 4	40 1 3
,, ,, ...	B	P	1	96·3	0 14 6	23 8 0
All Carpenters	A	T	30	89·1	2 7 8	59 10 2
,, ,, ...	B	T	415	93·2	2 2 0	54 4 10
Sawyers	B	T	11	97·0	1 2 8	30 7 11
Upholsterers	A	T	1	92·6	1 9 2	39 6 0
Ordinary Tailors	B	T	21	89·1	0 14 7	21 15 4
Masons	B	T	106	94·3	1 15 9	53 3 9
Tile Turners	B	T	3	92·5	0 13 8	24 8 8
Mochis	B	T	225	94·4	1 7 3	37 1 2
Weighmen	B	T	43	88·9	0 13 2	19 10 7
Packers, Wrappers, and Labellers	B	T	18	84·6	0 13 8	19 7 4
,, ,, ,, ..	B	P	1	68·0	2 1 1	35 2 6
Superior Apprentices ..	B	T	44	93·9	1 15 8	49 14 4
Ordinary ,, ...	A	T	2	69·2	0 6 6	7 5 2
,, ,, ..	B	T	32	86·1	0 13 9	20 0 9
All Apprentices	B	T	76	90·6	1 8 5	37 5 3
Ordinary Apprentices—Children	B	T	1	100·0	0 7 1	12 0 0
Ticket Boys	B	T	62	95·7	1 3 1	30 13 10
Muccadams	A	T	1	100·0	1 13 8	50 0 0
,, ...	B	T	65	90·1	1 4 0	30 14 11
Naikins (Women)	B	T	11	93·3	0 14 3	22 7 7
Nawghanies	B	T	30	86·2	1 0 1	23 7 5
Mechanics' Assistants ..	A	T	52	81·4	1 3 11	30 9 3
,, ,, ...	B	T	118	83·7	1 0 8	24 13 4
Coolies—Men	A	T	239	85·2	0 14 4	20 11 3
,, —Women	A	T	3	100·0	0 9 11	16 12 8
Fire Brigade Men	B	T	6	86·6	0 13 8	22 14 3

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. IX—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Jamadars	B	T	100	94·1	0 15 3	27 10 7
Watchmen	A	T	16	98·5	0 10 9	19 14 10
,, ...	B	T	1,170	94·8	0 9 7	17 6 7
Lampmen	B	T	46	99·4	0 3 11	7 6 7
Cartmen	A	T	1	100·0	0 11 10	23 0 0
,, ...	B	T	19	98·3	0 13 3	22 12 9
Gunny Bag Sewers—Men ..	B	T	15	95·1	0 10 2	16 4 5
,, ,, ,, —Women ..	B	T	13	98·3	0 9 3	15 5 4
Warehousemen	A	T	4	68·5	1 7 10	27 9 6
,, ...	B	T	88	89·5	0 15 1	22 10 10
Watermen—Men	B	T	107	97·0	0 8 5	13 12 7
,, —Women ..	B	T	82	98·3	0 7 9	12 13 0
Washermen	B	T	302	83·1	0 15 1	21 2 8
Chokras or Odd Jobs Boys—Children	A	T	1	66·7	0 4 10	*
,, ,, ..	B	T	2	77·4	0 4 10	*
Sweepers—Men	A	T	15	96·2	0 10 6	18 10 2
,, ,, ...	B	T	456	94·3	0 10 7	17 4 3
Sweepers—Women	A	T	1	100·0	0 7 3	14 0 0
,, ,, ...	B	T	342	95·3	0 9 9	16 0 6

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. X

Average Earnings and Attendance in Engineering Occupations in the Ahmedabad, Kaira and Panch Mahals area.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	9	91·5	9 2 8	217 15 7
General Maistries	B	T	2	96·6	4 9 5	128 8 0
Steam Engine Drivers ..	A	T	1	100·0	6 3 1	192 0 0
,, ,, ,, ...	B	T	9	99·1	2 1 1	51 10 11
Oil Engine Drivers	A	T	4	87·5	2 12 11	58 15 9
,, ,, ,, ...	B	T	8	92·9	2 2 0	48 13 11
Boiler Attendants—1st Class	B	T	2	89·7	4 6 2	114 0 0
,, ,, 2nd Class ..	A	T	3	94·4	1 14 8	43 6 4
,, ,, ,, ,, ..	B	T	7	87·9	1 14 1	43 0 5
All Boiler Attendants ..	B	T	9	88·3	2 7 11	58 12 9
Boiler Cleaners	B	T	3	95·1	0 11 0	17 13 9
Firemen	A	T	7	81·1	0 15 2	23 12 5
,, ...	B	T	31	90·7	1 0 4	25 3 7
Stokers	A	T	3	84·7	1 0 7	21 0 8
Pumpmen	B	T	7	98·9	0 14 0	23 5 2
Refrigerating Plant Attendants ..	B	T	1	100·0	1 13 2	49 3 3
Oilmen	A	T	5	87·7	0 13 9	19 9 7
,, ...	B	T	86	92·1	0 14 8	22 10 4
Ropemen	B	T	1	18·5	1 1 0	*
Electric Motormen	B	T	2	81·5	0 14 5	19 13 11
Shift Chargemen	A	T	3	100·0	6 12 2	175 12 0
Ordinary Switch Board Attendants	A	T	4	76·0	3 10 10	72 10 0
Superior Armature Winders ..	A	T	3	97·2	3 2 1	73 1 0
All-round Electricians ..	B	T	1	80·6	3 9 7	90 0 0
Ordinary Wiremen	B	T	2	88·9	1 5 7	32 5 2
Superior Electrical Fitters ..	A	T	14	89·3	2 7 8	53 1 7
Ordinary ,, ,, ..	A	T	10	95·8	1 7 11	34 6 6
All ,, ,, ..	A	T	24	92·0	2 0 10	45 5 0
Boilermaker Maistries ..	A	T	7	76·9	8 4 2	165 3 3
Superior Boilermakers ..	A	T	53	84·8	3 12 3	83 0 5
Steam and Electric Crane Drivers	A	T	20	86·7	1 5 9	30 10 7
Hoistmen ..	B	T	2	100·0	0 12 0	20 4 0
Truckmen	B	T	22	87·9	0 11 6	17 0 11
Patternmaker Maistries ..	A	T	1	100·0	9 10 7	251 4 0
Patternmakers	A	T	16	78·8	3 7 11	71 11 0
,, ,, ..	B	T	18	80·0	3 5 11	70 7 0
Moulding Maistries	A	T	7	81·9	9 1 2	193 1 0
Furnacemen	A	T	13	77·2	1 6 8	28 6 11
Superior Moulders	A	T	78	87·8	3 5 7	76 5 4
,, ,, ...	B	T	79	87·9	3 5 6	76 6 1
Ordinary ,, ...	A	T	14	93·1	1 12 5	42 15 6
,, ,, ...	B	T	15	93·6	1 11 2	41 7 0
All Moulders	A	T	92	88·6	3 1 7	71 4 1
,, ,, ...	B	T	94	88·9	3 1 1	70 12 10
Machinist Maistries ..	A	T	6	85·9	7 11 1	171 12 8
Special Machinists	A	T	4	63·5	4 14 0	80 7 3
Superior Machinists	A	T	154	86·2	3 0 5	67 12 1
,, ,, ...	B	T	156	86·3	3 0 4	67 13 1

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE NO. X—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Ordinary Machinists	A	T	79	90·0	1	7	8	34	9	10
,, ,,	B	T	89	90·4	1	7	9	35	0	8
All Machinists	A	T	237	87·1	2	8	3	56	14	9
,, ,,	B	T	249	87·4	2	7	7	56	4	10
Drillers	A	T	25	77·2	1	8	11	31	3	8
Welding Maistries	A	T	1	80·8	12	7	1	261	4	0
Welders	A	T	11	94·1	3	4	1	79	10	1
Rivetter Maistries	A	T	2	90·4	7	1	2	166	4	8
Rivetters	A	T	103	84·1	2	10	5	57	14	8
Rivet Heaters and Holders	A	T	53	84·5	1	8	4	33	6	10
Blacksmith Maistries	A	T	4	76·0	8	6	8	166	4	0
Superior Blacksmiths	A	T	54	81·7	3	9	4	76	0	1
,, ,,	B	T	56	82·3	3	8	6	75	8	11
Ordinary Blacksmiths	A	T	2	61·5	1	10	0		*	
,, ,,	B	T	8	86·3	1	8	10	35	4	5
All Blacksmiths	A	T	56	80·9	3	8	6	74	3	6
,, ,,	B	T	64	82·8	3	4	4	70	8	5
Hammermen or Strikers	A	T	94	82·6	1	3	8	26	5	4
,, ,,	B	T	104	83·3	1	2	9	25	7	1
Tinsmith and Carpenter Maistries	A	T	3	96·2	6	10	5	166	4	0
,, ,,	B	T	4	97·1	5	13	2	148	7	0
Tinsmiths	A	T	10	84·6	2	12	7	61	5	0
,,	B	T	16	83·0	2	4	9	50	4	11
Tin Making Machine Men	B	T	6	93·2	0	12	4	19	5	8
Solderers	B	T	5	94·1	1	7	4	37	0	8
Coppersmiths	A	T	22	87·6	3	6	0	76	14	3
Tin Seamers and Exhausters	B	T	2	100·0	0	10	4	17	8	0
Fitter Maistries	A	T	24	84·6	7	12	10	171	10	8
Special Fitters	A	T	31	78·0	5	6	1	109	2	7
Superior Fitters	A	T	308	84·8	3	7	4	76	5	3
,, ,,	B	T	312	85·0	3	7	0	76	1	1
Ordinary ,,	A	T	44	89·2	1	9	3	36	9	11
,, ,,	B	T	68	90·3	1	7	5	34	12	4
All Fitters	A	T	383	84·8	3	6	0	74	6	9
,, ,,	B	T	411	85·4	3	3	7	71	11	9
Fettlers	A	T	42	82·9	1	3	2	25	13	6
Motor and Lorry Drivers	A	T	1	100·0	1	10	10	43	9	0
,, ,, ,,	B	T	4	100·0	1	4	8	35	14	3
Motor Cleaners	B	T	2	100·0	0	9	8	17	8	0
Springsmiths	A	T	13	92·3	2	12	1	66	2	6
Painter Maistries	A	T	1	100·0	3	10	6	95	0	0
Superior Painters	A	T	6	92·9	2	14	7	70	6	2
Ordinary ,,	A	T	17	84·1	1	3	1	25	15	4
All Painters	A	T	23	86·4	1	10	10	37	8	9
Progressmen	A	T	19	85·8	5	7	3	121	10	5
Shunting Masters	A	T	1	100·0	2	3	9	58	2	0
Shunting Drivers	A	T	1	100·0	2	5	6	72	10	0
Pointsmen	A	T	2	84·6	1	0	4	22	7	0
Carpenter Maistries	A	T	1	84·6	7	8	11	166	4	0
Superior Carpenters	A	T	8	86·0	3	3	2	68	11	3
,, ,,	B	T	19	91·5	2	11	1	64	8	6

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. X—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Ordinary Carpenters	A	T	6	89·6	1	7	10	34	2	4
,, ,,	B	T	16	89·4	1	7	9	35	2	9
All Carpenters	A	T	14	87·6	2	7	0	53	14	9
,, ,,	B	T	35	90·6	2	2	4	51	1	9
Sawyers	A	T	1	100·0	2	10	3	68	11	0
Masons	A	T	5	90·6	1	14	11	44	12	5
,,	B	T	8	92·0	1	14	1	46	0	2
Mochis	A	T	3	100·0	1	13	6	47	15	8
,,	B	T	13	100·0	1	7	1	38	9	7
Weighmen	B	T	3	85·2	0	15	3	21	14	3
Packers, Wrappers and Labellers	B	T	13	86·3	0	10	11	15	15	0
Superior Apprentices	A	T	6	90·8	2	12	3	63	10	6
,, ,,	B	T	7	92·2	2	7	6	58	2	2
Ordinary Apprentices	B	T	3	88·9	0	15	5	23	1	5
All Apprentices	B	T	10	91·2	2	0	2	47	9	11
Muccadams	A	T	11	87·8	1	12	1	40	0	0
,,	B	T	18	92·7	1	9	9	39	14	4
Naikins (Women)	B	T	1	100·0	1	11	10	47	0	0
Nowghanies	A	T	48	89·0	1	3	10	28	10	5
,,	B	T	70	89·0	1	1	11	26	2	7
Mechanics' Assistants	A	T	86	83·3	1	2	5	24	14	7
Coolies	A	T	213	87·6	0	11	10	16	11	9
Jamadars	A	T	4	100·0	0	8	6	16	7	9
,,	B	T	9	100·0	0	12	2	22	15	5
Watchmen	A	T	25	91·1	0	8	6	14	15	11
,,	B	T	96	92·8	0	8	11	15	6	10
Lampmen	B	T	3	100·0	0	5	2	10	0	0
Gunny Bag Sewers	B	T	2	62·9	0	6	0		*	
Warehousemen	B	T	3	97·5	0	12	4	20	4	0
Watermen	A	T	2	86·5	0	12	3	17	3	6
,,	B	T	6	95·6	0	8	7	13	10	10
,, – Women	B	T	1	100·0	0	5	11	10	0	0
Washermen	B	T	48	87·1	0	14	1	20	11	3
Sweepers Men	A	T	9	93·8	0	6	5	11	6	0
,, ,,	B	T	46	92·5	0	8	3	13	7	1
,, Women	B	T	26	91·7	0	7	2	11	3	1

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XI

Average Earnings and Attendance in Engineering Occupations in the Broach and Surat area.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Chargemen	A	T	2	71·7	10	4	11	221	9	0
General Maistries ..	B	T	3	100·0	3	6	0	95	10	8
Steam Engine Drivers ..	B	T	8	89·8	1	2	2	27	7	3
Gas Engine Drivers	A	T	1	100·0	0	15	2	25	10	3
Engine Lighters	A	T	8	89·9	1	2	10	32	12	2
Boiler Attendants— ..	A	T	1	73·3	5	2	7	113	9	0
1st Class	B	T	4	86·6	2	10	10	68	13	11
Boiler Attendants—2nd Class ..	B	T	3	98·8	1	8	10	40	14	8
All Boiler Attendants ..	B	T	7	91·5	2	3	0	56	14	3
Engine and Boiler Cleaners ..	A	T	114	81·8	0	15	1	23	15	2
Firemen	A	T	1	88·9	0	8	0	12	0	0
,, ...	B	T	24	98·6	0	15	8	25	15	1
Pumpmen	A	T	5	94·8	2	7	7	72	11	0
,, ...	B	T	7	90·4	2	2	8	58	6	11
Oilmen—Men	B	T	71	92·5	0	14	0	21	13	2
,, ,, ...	B	P	5	87·4	1	0	1	23	11	10
Ropemen	B	T	4	95·4	1	4	4	32	12	0
Ordinary Switch Board Attendants ..	B	T	2	100·0	1	6	10	38	8	0
Ordinary Wiremen	B	T	2	77·8	1	9	10	33	13	11
Superior Boilermakers ..	A	T	11	83·2	3	13	1	89	3	8
Brickarchmen	A	T	1	100·0	1	2	11	31	15	0
Trolleymen—Men ..	B	T	3	86·4	0	10	3	14	15	2
,, Women ..	B	T	4	76·9	0	7	10	10	2	8
Patternmakers	B	T	1	100·0	2	4	9	62	0	0
Ordinary Moulders	A	T	2	90·7	1	8	6	37	8	0
,, ,, ...	B	T	4	95·4	1	9	2	40	8	0
Superior Machinists	A	T	8	91·8	2	15	0	74	3	6
,, ,, ...	B	T	9	92·7	2	14	1	73	4	10
Ordinary Machinists	A	T	3	96·3	1	4	6	33	5	2
,, ,, ...	B	T	9	97·9	1	5	5	35	5	11
All Machinists	A	T	11	93·0	2	7	8	63	1	0
,, ,, ...	B	T	18	95·3	2	1	6	54	5	5
Superior Blacksmiths ..	A	T	2	66·7	3	3	1		*	
,, ,, ...	B	T	3	77·8	2	13	9	60	0	0
Ordinary Blacksmiths ..	B	T	5	96·3	1	7	6	37	14	10
All Blacksmiths	B	T	8	89·3	1	14	10	46	3	3
Hammermen	A	T	2	100·0	0	14	6	24	6	6
,, ...	B	T	8	94·9	0	12	10	20	6	7
Tinsmiths	A	T	1	100·0	2	11	0	72	10	0
,, ...	B	T	6	97·5	1	11	11	45	14	4
Coppersmiths	A	T	1	77·8	4	3	9	88	15	0
Superior Fitters	A	T	33	85·6	3	11	11	89	11	9
,, ,, ...	B	T	36	86·6	3	10	0	87	9	5
Ordinary Fitters	A	T	7	94·3	1	3	6	31	13	9
,, ,, ...	B	T	30	95·9	1	4	10	33	13	10
All Fitters	A	T	40	87·1	3	4	4	79	9	8
,, ,, ...	B	T	66	90·8	2	8	5	63	2	8

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XI—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Motor and Lorry Drivers ..	B	T	5	98·6	1 2 5	31 8 0
Motor Cleaners	B	T	3	81·2	0 8 6	12 4 1
Pointsmen	A	T	9	78·1	0 14 2	21 8 1
Call Boys	A	T	7	95·9	1 3 11	37 0 2
Superior Carpenters	A	T	1	81·5	2 6 5	52 18 0
,, ,, ...	B	T	4	74·1	2 6 2	47 11 4
Ordinary Carpenters ..	A	T	1	96·3	1 12 11	47 0 6
,, ,, ...	B	T	14	96·3	1 8 8	39 14 8
All Carpenters	A	T	2	88·9	2 1 5	49 14 9
,, ,, ...	B	T	18	91·3	1 11 1	41 10 5
Sawyers	A	T	16	89·7	0 11 8	18 5 11
Masons	B	T	5	81·8	1 7 3	33 15 4
Mochies	B	T	13	87·1	1 1 11	26 2 7
Packers, Wrappers and Labellers	B	T	2	100·0	0 11 2	18 14 0
Superior Apprentices—Men ..	A	T	1	100·0	3 0 0	81 0 0
,, ,, ,, ..	B	T	5	93·3	1 5 9	34 3 2
Ordinary Apprentices—Men ..	A	T	3	66·7	0 5 6	*
,, ,, ,, ..	B	T	6	82·7	0 4 7	6 5 6
All Apprentices—Men ..	A	T	4	75·0	1 3 8	24 14 2
,, ,, ,, ..	B	T	11	87·3	0 12 10	19 0 1
Ordinary Apprentices—Women	B	T	1	100·0	0 3 4	5 6 0
Muccadams	A	T	8	90·3	1 8 8	43 3 9
,, ...	B	T	10	92·1	1 6 11	39 12 7
Naikins (Women)	B	T	4	98·1	0 13 8	22 9 4
Nawghanies	B	T	7	96·3	0 12 1	19 9 8
Mechanics' Assistants ..	A	T	98	88·7	1 2 3	29 4 9
Coolies—Men	A	T	51	88·3	0 11 7	19 8 6
,, Women	A	T	23	88·0	0 6 7	10 8 7
Jamadars	B	T	6	100·0	0 14 1	25 8 0
Watchmen	A	T	5	94·8	0 9 4	17 1 7
,, ...	B	T	57	96·1	0 10 11	18 15 5
Lampmen	B	T	2	100·0	0 6 11	12 8 0
Cartmen	B	T	3	100·0	0 11 10	22 0 0
Warehousemen	B	T	3	100·0	0 13 0	22 0 0
Watermen	A	T	1	100·0	0 10 2	19 11 0
,, ...	B	T	4	100·0	0 10 10	18 14 9
Washermen—Men	B	T	5	98·5	0 12 3	20 6 11
,, Women ..	B	T	1	51·9	0 5 11	*
Sweepers—Men	A	T	1	100·0	0 8 9	14 12 0
,, ,, ...	B	T	34	90·0	0 9 5	14 4 6
Sweepers—Women	A	T	1	82·4	0 10 3	14 12 0
,, ,, ...	B	T	28	91·5	0 7 8	11 13 7

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

Table No. XII.

Average Earnings and Attendance in Engineering Occupations in the East and West Khandesh area.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Chargemen	A	T	12	82·4	10	7	2	261	4	0
General Maistries	A	T	3	77·6	2	10	9	58	12	4
" " "	B	T	9	88·5	2	9	1	61	6	4
Steam Engine Drivers ..	A	T	8	93·6	2	4	1	62	5	8
" " " ..	B	T	25	90·5	1	12	8	44	2	9
Oil Engine Drivers	B	T	22	97·1	1	0	5	26	2	6
Engine Lighters	A	T	21	86·2	0	12	8	21	2	7
Boiler Attendants—1st Class ..	B	T	7	97·3	2	3	1	56	5	3
" " 2nd Class ..	B	T	9	85·5	1	4	4	29	3	3
All Boiler Attendants ..	B	T	16	90·6	1	11	2	41	1	1
Engine and Boiler Cleaners ..	A	T	276	89·4	0	10	7	18	5	6
" " " ..	B	T	290	88·6	0	10	7	18	0	6
Firemen	A	T	8	71·6	1	4	5	27	0	0
"	B	T	58	87·9	1	0	1	23	9	1
Pumpmen	A	T	2	72·6	0	10	2	14	5	6
"	B	T	25	90·3	0	14	2	20	8	4
Oilmen	A	T	7	85·9	1	9	1	41	0	7
"	B	T	138	90·6	0	11	11	17	14	2
"	B	P	9	85·0	0	14	0	19	5	3
Ropemen	B	T	17	92·7	0	15	0	23	1	6
Ordinary Turbine Drivers ..	A	T	4	88·3	4	0	0	105	15	0
Superior Wiremen	A	T	10	78·4	2	9	7	63	3	4
Ordinary Wiremen	A	T	3	71·0	1	10	1	35	13	8
" "	B	T	6	83·0	1	7	7	34	15	0
All Wiremen	A	T	13	76·7	2	6	4	56	14	4
" " ..	B	T	16	80·0	2	3	0	52	9	8
Superior Electrical Fitters ..	A	T	1	100·0	2	6	9	75	0	0
Boilermaker Maistries ..	A	T	3	100·0	2	13	9	88	9	8
Superior Boilermakers ..	A	T	7	95·8	3	0	0	77	9	3
Ordinary Boilermakers ..	A	T	34	92·3	1	8	3	37	14	7
All Boilermakers	A	T	41	92·9	1	12	5	44	11	0
Steam and Electric Crane Drivers	A	T	4	83·9	2	2	2	55	7	6
Hoistmen	A	T	1	100·0	1	7	10	46	3	0
Trollymen	A	T	6	86·4	0	12	0	17	7	2
"	B	T	10	88·1	0	10	9	15	15	7
Patternmakers	B	T	2	100·0	2	4	6	60	8	0
Moulding Maistries	B	T	1	100·0	3	14	3	105	0	0
Furnacemen	B	T	5	92·6	1	5	0	32	12	5
Superior Moulders	B	T	3	82·3	2	10	4	57	4	4
Ordinary Moulders	A	T	1	92·6	1	2	0	28	2	0
" "	B	T	11	89·7	1	4	5	30	3	11
All Moulders	B	T	14	88·1	1	8	9	36	0	7
Chippers	B	T	2	96·3	0	14	0	22	11	0
Superior Machinists	A	T	2	100·0	2	7	4	66	5	0
" "	B	T	9	88·9	2	7	4	57	1	5
Ordinary Machinists	A	T	39	93·7	1	3	10	32	13	0
" "	B	T	57	92·4	1	3	8	31	5	10

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. XII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
All Machinists	A	T	41	94·0	1	4	10	34	7	2
" "	B	T	66	92·0	1	6	2	34	14	0
Drillers	A	T	7	97·9	1	6	8	37	14	5
Welders	A	T	3	97·5	2	5	8	61	15	0
Blacksmith Maistries ..	A	T	1	100·0	2	8	6	78	7	0
Superior Blacksmiths ..	A	T	2	96·3	2	4	3	58	15	6
" " ..	B	T	4	92·5	2	6	6	58	14	9
Ordinary Blacksmiths ..	A	T	8	78·9	1	5	10	29	4	9
" " ..	B	T	17	85·4	1	8	0	34	1	10
All Blacksmiths	A	T	10	82·4	1	9	2	35	3	8
" " ..	B	T	21	86·8	1	10	11	38	13	5
Hammermen or Strikers ..	A	T	14	92·3	0	15	6	24	2	11
" " ..	B	T	27	91·5	0	13	1	19	15	10
Tinsmiths	A	T	7	84·5	1	8	6	35	10	3
"	B	T	17	91·2	1	8	7	37	8	10
Coppersmiths	A	T	5	93·3	1	12	4	44	11	0
Fitter Maistries	A	T	12	92·7	3	8	10	102	1	4
Special Fitters	A	T	1	100·0	6	0	3	162	7	0
Superior Fitters	A	T	36	92·4	2	11	6	67	13	1
" " ..	B	T	37	92·4	2	11	7	67	15	0
Ordinary Fitters	A	T	197	90·5	1	9	3	38	9	2
" " ..	B	T	246	89·2	1	7	10	35	10	3
All Fitters	A	T	234	90·8	1	12	5	43	9	8
" " ..	B	T	284	89·6	1	10	10	40	4	8
Motor and Lorry Drivers ..	B	T	10	99·7	1	1	3	31	4	7
Motor Cleaners	B	T	2	100·0	0	8	8	15	8	0
Ordinary Painters	A	T	7	84·7	1	7	11	34	1	9
Pointsmen	A	T	32	83·6	0	10	3	16	9	3
Call Boys	A	T	25	91·1	0	9	7	16	15	10
Cabinet Makers	A	T	2	100·0	3	0	2	81	4	0
Superior Carpenters	B	T	5	88·9	2	10	0	63	0	7
Ordinary Carpenters	A	T	15	87·2	1	10	6	39	1	6
" " ..	B	T	37	85·5	1	7	1	32	13	1
All Carpenters	B	T	42	85·9	1	9	5	36	6	8
Saw Bench Attendants ..	A	T	5	83·0	0	10	2	14	3	2
" " " ..	B	T	8	81·7	0	9	5	12	12	0
Canemen	A	T	2	100·0	1	3	0	32	1	0
Masons	A	T	16	85·0	1	9	1	36	0	1
"	B	T	22	87·8	1	7	0	34	6	5
Mochis	A	T	1	100·0	1	9	4	42	12	0
"	B	T	27	84·8	0	12	11	18	4	2
Weighmen	B	T	19	90·1	0	10	0	10	7	6
Ordinary Apprentices ..	B	T	20	71·8	0	10	4	12	2	3
Ticket Boys	B	T	8	94·2	0	12	2	19	14	7
Muccadams	A	T	20	93·8	1	8	4	42	12	6
"	B	T	27	93·4	1	6	6	38	2	7
Naikins (Women)	B	T	11	97·9	0	13	11	22	3	7
Nawghanies	B	T	32	92·8	0	10	8	16	1	3
Mechanics' Assistants ..	A	T	261	86·6	0	13	8	20	0	6
" " ..	B	T	270	86·7	0	13	6	19	13	0
Coolies	A	T	99	79·7	0	11	7	16	12	5
Coolies (Women)	A	T	15	72·6	0	9	9	11	15	2

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. XII—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p	Rs. a. p.
Fire Brigade Men	B	T	3	100·0	0 10 2	16 7 10
Jamadars	B	T	10	97·3	0 10 11	19 15 11
Watchmen	A	T	8	90·7	0 11 1	16 15 8
,, ...	B	T	204	92·3	0 7 8	13 5 1
Lampmen	B	T	4	98·4	0 8 11	16 14 10
Cartmen	B	T	43	91·9	0 8 1	13 9 11
Gunnybag Sewers	B	T	8	95·3	0 7 2	11 5 1
Warehousemen	A	T	30	85·9	0 10 9	17 13 0
,, ...	B	T	39	87·2	0 10 10	17 8 4
Watermen	B	T	8	97·8	0 6 4	10 14 3
Washermen	A	T	1	100·0	0 3 7	6 14 0
,, ...	B	T	2	100·0	0 7 5	13 4 6
Sweepers—Men	A	T	1	92·6	0 10 1	15 12 0
,, ...	B	T	77	95·4	0 7 9	12 3 7
Sweepers—(Women)	B	T	15	93·9	0 5 6	8 11 5

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. XIII.

Average Earnings and Attendance in Engineering Occupations in the Poona, Nasik and Ahmednagar area.

Occupation		Time or piece	Number of workers	Percentage attendance	Average daily earnings	Average monthly earnings
					Rs. a. p.	Rs. a. p.
Chargemen ..	A	T	37	94·8	8 15 9	230 13 11
	B	T	40	94·8	8 9 5	222 3 11
General Maistries ..	A	T	24	93·8	2 14 1	77 15 7
,, ,,	B	T	28	94·7	2 11 8	74 12 6
Gaugers ..	A	T	96	79·2	1 0 5	21 1 2
Gantrymen ..	A	T	22	82·5	0 11 7	15 9 3
Steam Engine Drivers ..	A	T	5	81·9	1 2 6	29 5 5
	B	T	52	93·6	0 14 10	25 13 9
,, ,,						
Oil Engine Drivers ..	A	T	33	95·9	1 11 8	43 10 7
,, ,,	B	T	43	96·4	1 9 3	40 8 6
,, ,, Women	B	T	1	100·0	1 0 8	25 0 0
Engine Lighters ..	A	T	22	96·1	0 12 1	22 3 10
Boiler Attendance 1st Class ..	A	T	4	83·7	2 11 4	58 14 5
,, ,,	B	T	8	87·4	2 5 4	56 13 7
Boiler Attendants 2nd Class	A	T	1	100·0	2 0 4	52 7 10
,, ,,	B	T	10	88·6	1 6 5	37 1 11
All Boiler Attendants ..	A	T	5	86·9	2 8 10	57 9 11
,, ,,	B	T	18	88·1	1 12 9	45 14 2
Engine, Boiler and Machine Cleaners ..	A	T	150	92·2	0 11 4	17 10 2
	B	T	159	92·1	0 11 2	17 5 11
,, ,,						
Firemen ..	A	T	24	96·6	0 15 2	26 12 10
	B	T	65	91·0	0 13 8	22 5 5
,,						
Stokers ..	A	T	4	91·3	1 4 0	29 11 6
	B	T	7	94·9	1 4 9	34 10 9
,,						
Valvemen ..	A	T	2	85·5	0 10 2	16 13 0
Pumpmen ..	A	T	4	83·0	1 1 2	25 0 0
	B	T	34	95·4	0 13 7	24 12 2
,,						
Air Compressor Operators ..	B	T	3	91·4	0 6 0	10 10 0
Cooling and Refrigeration Plant Attendants ..	A	T	2	100·0	1 1 9	30 0 0
Dolly Men ..	A	T	6	80·8	0 12 11	16 15 8
Oilmen ..	A	T	19	92·4	0 15 7	24 4 4
	B	T	105	93·2	0 9 5	15 10 11
,,						
Ropemen ..	A	T	5	74·6	1 12 7	34 11 2
	B	T	7	82·0	1 9 9	34 8 7
,,						
Gas Makers ..	A	T	8	80·8	1 4 9	27 3 5
Ordinary Switch Board Attendants ..	A	T	11	95·5	2 4 3	57 4 2
	B	T	14	96·6	2 1 6	55 8 2
,, ,,						
Cable Jointers ..	A	T	1	100·0	1 1 9	30 0 0
Superior Armature Winders ..	A	T	2	88·7	2 13 4	66 9 9
All-Round Electricians ..	A	T	1	100·0	2 13 7	74 1 7
Superior Wiremen ..	A	T	6	94·9	2 4 2	55 11 5
,, ,,	B	T	9	96·7	2 3 4	58 2 4
Ordinary Wiremen ..	A	T	8	88·5	1 4 0	28 13 10
,, ,,	B	T	16	88·5	1 4 9	31 12 4
All Wiremen ..	A	T	14	91·2	1 11 2	40 6 0

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. XIII—*contd.*

Occupation		Time or piece	Number of workers	Percentage attendance	Average daily earnings	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
All Wiremen ..	B	T	25	91·4	1 10 3	41 4 3
Superior Electrical Fitters ..	A	T	1	77·8	3 4 1	68 5 0
,, ,, ,,	B	T	3	92·6	2 14 7	72 13 4
Ordinary Electrical Fitters ..	A	T	3	93·7	1 6 3	34 5 5
,, ,,	B	T	4	93·4	1 2 3	28 4 1
All Electrical Fitters ..	A	T	4	89·6	1 12 10	42 13 4
,, ,,	B	T	7	93·0	1 14 6	47 5 9
Battery Chargers ..	A	T	2	98·1	1 3 3	31 14 0
Assemblers or Erectors ..	A	T	28	94·6	1 1 4	26 10 9
Boilermaker Maistries ..	A	T	2	91·9	2 12 5	79 2 0
Superior Boilermakers ..	A	T	6	96·3	2 4 2	58 12 4
Ordinary Boilermakers ..	A	T	22	87·8	1 6 3	32 11 4
All Boilermakers ..	A	T	28	89·6	1 9 5	38 4 8
Steam and Electric Crane Drivers ..	A	T	2	98·1	1 5 5	34 13 0
Hoistmen ..	B	T	3	93·8	0 9 2	14 4 3
Truckmen ..	B	T	27	87·4	0 6 0	8 13 7
Patternmaker Maistries ..	A	T	1	100·0	3 10 8	99 0 0
Patternmakers ..	A	T	5	98·5	1 13 6	47 9 7
,,	B	T	6	98·1	1 14 5	49 0 10
,,	A	P	3	35·8	1 10 11	*
Moulding Maistries ..	A	T	2	92·5	4 3 2	102 13 7
Furnacemen ..	A	T	31	78·7	0 14 10	17 3 7
Superior Moulders ..	A	T	14	94·5	2 3 11	55 5 6
,, ,,	B	T	15	94·9	2 4 11	57 2 8
Ordinary Moulders ..	A	T	40	82·6	1 0 4	20 6 9
,, ,,	B	T	43	82·4	1 0 8	21 0 0
,, ,,	A	P	12	88·0	1 8 2	35 13 8
All Moulders ..	A	T & P	66	86·3	1 6 7	30 10 2
,,	B	T & P	70	86·2	1 7 0	31 4 9
Chippers	A	T	9	88·9	0 10 7	15 4 11
,, ...	A	P	2	88·9	1 14 9	46 1 3
Die Casters and Hot Stampers ..	A	T	110	78·5	1 6 9	29 0 4
Machinist Maistries ..	A	T	1	100·0	5 0 0	135 0 0
Special Machinists	A	T	1	92·6	4 9 0	114 0 0
Superior Machinists ..	A	T	58	79·7	2 11 5	56 8 5
,, ,, ...	B	T	63	81·3	2 11 10	58 5 5
,, ,, ...	A	P	9	87·2	2 10 10	63 1 9
Ordinary Machinists ..	A	T	93	87·7	1 5 8	31 0 6
,, ,, ..	B	T	102	88·0	1 5 6	30 15 11
,, ,, ...	A	P	8	77·8	1 7 1	30 4 7
All Machinists	A	T & P	169	84·5	1 14 3	41 15 1
,, ,, ...	B	T & P	183	85·2	1 14 4	42 6 7
Drillers	A	T	9	95·7	0 14 10	23 1 9
,, ...	A	P	1	92·6	2 2 7	54 0 0
Welders	A	T	10	97·3	1 5 1	33 5 2
,, ...	B	T	11	97·6	1 6 11	36 6 11
Plate Rollers	A	T	14	97·0	1 13 4	46 2 9

A.—Engineering concerns only,

B.—All factories including engineering concerns.

* Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Rivet, Bolt and Nut Makers ..	A	T	2	96·2	0 12 9	19 15 6
Rivetters	A	T	10	74·2	1 5 7	26 0 0
Rivet Heaters and Holders ..	A	T	9	98·3	0 7 6	12 0 4
Template Makers	A	T	2	96·2	1 8 8	38 8 6
Gunsmiths	A	T	11	96·5	1 3 1	29 13 10
Temperers	A	T	2	82·7	1 4 1	27 0 7
Blacksmith Maistries ..	A	T	3	100·0	3 13 3	100 13 6
Superior Blacksmiths ..	A	T	10	84·8	2 7 1	54 7 1
,, ,, ..	B	T	12	87·5	2 5 10	55 3 7
,, ,, ..	A	P	2	70·4	2 6 5	45 10 0
Ordinary Blacksmiths ..	A	T	38	91·1	1 7 3	34 12 2
,, ,, ..	B	T	50	90·6	1 6 7	33 14 9
All Blacksmiths	A	T & P	50	89·0	1 10 9	39 2 1
,, ,, ..	B	T & P	64	89·4	1 9 10	38 4 6
Hammermen or Strikers ..	A	T	29	93·2	0 12 6	19 1 3
,, ,, ..	B	T	40	93·3	0 11 4	17 6 8
,, ,, ..	A	P	2	63·0	0 15 6	*
Tinsmith and Coppersmith Maistries	A	T	3	78·2	1 14 7	38 13 8
Tinsmiths	A	T	44	87·6	1 4 5	29 2 6
,, ...	B	T	50	88·1	1 5 3	30 10 3
Solderers	B	T	1	100·0	0 10 1	17 0 0
Coppersmiths	A	T	14	92·1	1 1 11	27 13 1
Braziers	A	T	2	98·1	1 3 11	31 11 11
Fitter Maistries	A	T	3	100·0	2 14 11	77 2 6
,, ,, ...	B	T	4	99·1	3 3 7	87 13 10
Special Fitters	A	T	2	90·7	5 0 8	123 8 0
Superior Fitters	A	T	123	83·3	2 10 11	58 14 9
,, ,, ...	B	T	147	85·5	2 10 3	60 2 10
,, ,, ...	A	P	5	89·6	2 8 7	61 5 11
Ordinary Fitters	A	T	259	89·0	1 8 3	35 12 7
,, ,, ...	B	T	300	89·6	1 7 6	35 5 11
,, ,, ...	A	P	19	81·9	1 4 10	28 12 10
All Fitters	A	T & P	408	86·9	1 13 11	43 2 11
,, ,, ...	B	T & P	473	88·1	1 13 6	43 7 5
Superior Instrument Mechanics ..	A	T	13	96·7	2 3 9	56 3 5
Ordinary Instrument Mechanics.	A	T	17	95·0	1 7 9	36 10 9
All Instrument Mechanics ..	A	T	30	95·8	1 13 0	45 2 3
Superior Motor Mechanics ..	A	T	1	100·0	4 13 0	130 0 0
,, ,, ,, ..	B	T	3	95·5	3 7 4	96 12 4
Ordinary Motor Mechanics ..	A	T	3	92·3	1 3 11	29 13 8
All Motor Mechanics ..	A	T	4	94·3	2 3 6	54 14 3
,, ,, ,, ...	B	T	6	94·0	2 7 0	63 5 0
Motor and Lorry Drivers ..	A	T	9	96·0	1 9 1	42 6 3
,, ,, ,, ..	B	T	24	96·9	1 3 1	33 14 10
Motor Cleaners	B	T	12	93·2	0 6 3	10 4 4
Watch and Clock Repairers ..	A		2	94·2	3 13 4	93 13 11
Metal Pressmen	A	T	7	98·4	1 0 1	26 11 11
Metal Cutters	A	T	11	94·3	0 9 11	15 13 5
Metal Trimmers, Rollers and Beaders.	A	T	5	97·8	0 14 2	23 5 7

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIII—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Metal Ware Fitters	A	T	32	82·8	0 14 4	15 7 3
Annealers	A	T	23	77·0	0 15 2	19 3 2
Metal Spinners	A	T	6	95·5	1 0 2	25 1 4
Metal Polishers	A	T	41	92·7	0 13 0	18 7 1
Metal Filers	A	T	4	92·5	0 9 9	14 14 8
Ordinary Danger Building Workers.	A	T	292	79·3	0 14 11	19 4 3
Chargers Blackening Men ..	A	T	6	80·1	1 2 1	23 8 3
Cartridge and Bullet Making Maistries.	A	T	59	96·5	4 14 9	123 9 6
Cartridge and Bullet Making Machine Attendants.	A	T	657	77·6	0 10 9	13 9 5
Superior Painters	A	T	4	94·3	2 11 9	67 11 3
Ordinary Painters	A	T	46	89·2	1 3 4	28 4 11
,, ,, ...	B	T	49	89·8	1 3 3	28 8 1
All Painters	A	T	50	89·6	1 5 4	31 7 4
,, ,, ...	B	T	53	90·1	1 5 3	31 7 5
Letterers	B	T	2	100·0	0 9 6	16 0 9
Superior Armourers ..	A	T	8	98·6	2 6 0	60 14 0
Ordinary Armourers ..	A	T	8	97·6	1 4 11	33 2 6
All Armourers	A	T	16	98·1	1 13 6	47 0 3
Shunting Drivers	A	T	1	100·0	2 3 0	67 13 0
Pointsmen	A	T	17	95·4	0 11 1	20 2 3
Wheel Tappers	A	T	3	98·8	1 1 0	28 5 0
Call Boys	A	T	27	92·0	0 10 0	17 10 3
Wheelwrights	A	T	11	70·6	1 10 3	30 2 4
Carpenter Maistries	A	T	1	100·0	3 15 11	103 14 7
,, ,, ...	B	T	2	100·0	3 6 10	90 12 3
Superior Carpenters	A	T	19	88·5	2 3 1	50 11 0
,, ,, ...	B	T	23	90·0	2 3 5	52 3 7
Ordinary Carpenters ..	A	T	82	88·8	1 6 1	32 1 7
,, ,, ...	B	T	129	89·6	1 5 7	31 15 11
,, ,, ...	A	P	1	55·6	1 0 8	*
,, ,, ...	B	P	2	71·2	1 6 0	25 7 3
All Carpenters	A	T & P	102	88·4	1 8 5	35 6 5
,, ,, ...	B	T & P	154	89·5	1 7 8	34 14 11
Wood Working Machinists ..	A	T	1	96·2	1 11 4	42 10 6
Sawyers	A	T	18	85·7	1 4 8	28 12 9
,, ...	B	T	19	86·5	1 5 5	30 2 0
Saw Bench Attendants ..	A	T	5	99·2	0 11 7	18 11 10
Polishers	A	T	1	96·2	1 7 2	36 4 0
Coopers	B	T	2	100·0	1 5 11	37 0 0
Upholsterers	A	T	2	90·7	1 12 2	43 2 6
Canemen	A	T	2	96·2	1 5 2	33 11 6
Superior Tailors	A	T	1	96·3	1 14 5	49 6 5
Ordinary Tailors	A	T	111	93·0	1 0 11	25 8 9
,, ,, ...	B	T	112	93·1	1 0 10	25 8 3
All Tailors	A	T	112	93·0	1 1 0	25 12 2
,, ,, ...	B	T	113	93·1	1 1 0	25 11 7
Vulcanizers	A	T	1	100·0	1 1 9	30 0 0
Plumbers	B	T	2	100·0	1 10 0	43 14 0

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIII—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Masons	A	T	13	87·9	1 9 7	38 7 11
,, ...	B	T	32	86·7	1 8 1	35 5 7
Saddlers	A	T	18	95·9	1 8 5	38 1 10
Mochis or Cobblers	A	T	51	88·8	1 1 6	25 3 3
,, ,, ,, ...	B	T	57	89·9	1 0 7	24 9 3
Weighmen	A	T	5	73·1	0 13 10	16 6 2
,, ...	B	T	18	89·5	0 10 10	16 4 5
Packers, Wrappers and Labellers	A	T	4	84·6	1 2 3	25 2 0
,, ,, ,, ,, ..	B	T	83	91·5	0 8 10	13 10 1
Superior Apprentices ..	A	T	8	75·0	2 13 6	55 7 10
,, ,, ..	B	T	15	75·1	2 7 3	48 12 4
,, ,, ..	A	P	3	84·0	0 12 9	18 0 11
Ordinary Apprentices ..	A	T	71	90·0	0 11 1	16 8 1
,, ,, ..	B	T	94	89·4	0 9 10	14 10 3
,, ,, ..	A	P	29	82·1	0 11 3	15 9 3
All Apprentices	A	T & P	111	86·7	0 13 3	19 1 10
,, ,, ...	B	T & P	141	86·2	0 12 11	18 8 7
Time Checkers	A	T	1	100·0	2 8 4	68 0 0
,, ,, ...	B	T	2	100·0	2 8 10	74 0 0
Ticket Boys	A	T	6	96·9	0 8 8	14 0 4
Muccadams	A	T	122	82·5	1 12 2	38 6 10
,, ...	B	T	143	83·9	1 10 4	36 10 11
Naikins—Women	B	T	2	92·0	0 6 10	9 13 0
Nawghanies	A	T	22	86·0	1 4 3	28 6 8
,, ...	B	T	31	88·0	1 1 6	25 10 8
Mechanics' Assistants ..	A	T	292	93·6	0 13 2	20 6 6
,, ,, ..	B	T	312	92·5	0 13 0	19 14 4
Coolies—Men	A	P	11	88·9	0 13 6	20 4 11
,, ,, ...	A	T	1,307	85·1	0 11 3	15 12 8
,, Women	A	T	8	98·7	0 5 3	9 10 11
Fire Bridge Men	B	T	2	94·2	0 11 3	17 3 3
Jamadars	B	T	5	85·7	2 0 2	50 9 7
Watchmen	A	T	39	96·6	0 12 7	21 4 9
,, ...	B	T	120	95·5	0 11 3	19 3 4
Lampmen	A	T	2	84·5	0 13 3	20 4 6
Cartmen	A	T	16	87·1	1 6 5	32 8 5
,, ...	B	T	47	92·4	1 0 9	26 9 4
Warehousemen	A	T	21	92·8	0 11 8	20 1 0
,, ...	B	T	27	92·6	0 11 0	18 7 8
Watermen	A	T	1	74·2	0 9 9	14 0 0
,, ...	B	T	4	91·9	0 10 3	18 3 3
Washermen ..	A	T	6	89·4	1 0 4	24 7 7
,, ...	B	T	14	92·4	1 1 7	26 12 1
Chokras or Odd Jobs Boys—Children	B	T	3	80·0	0 2 8	3 6 1
Sweepers—Men	A	T	44	93·4	0 9 8	15 0 9
,, ,, ...	B	T	90	92·3	0 9 2	15 1 6
,, —Women ..	A	T	2	100·0	0 5 2	10 0 0
,, ,, ..	B	T	18	91·6	0 5 1	8 0 6

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE NO. XIV.

Average Earnings and Attendance in Engineering Occupations in the Sholapur City area.

Occupation.		Time or piece	Number of workers	Percentage attendance.	Average daily earnings	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	2	100·0	8 8 2	263 12 0
General Maistries	A	T	2	100·0	1 14 1	58 5 6
,, ,, ...	B	T	10	100·0	2 13 10	77 5 1
Steam Engine Drivers ..	B	T	8	100·0	1 9 7	41 14 11
Oil Engine Drivers	A	T	1	100·0	1 14 0	50 10 0
,, ,, ,, ...	B	T	3	100·0	2 1 8	55 7 4
Boiler Attendants—1st Class ..	B	T	10	99·6	1 9 5	44 5 10
Boiler Attendants—2nd Class ..	B	T	2	98·1	0 14 1	22 6 5
All Boiler Attendants ..	B	T	12	99·4	1 7 8	40 11 3
Engine, Boiler and Machine Cleaners.	A	T	44	91·0	0 10 9	17 0 7
Engine Boiler and Machine Cleaners.	B	T	72	91·1	0 10 5	16 3 9
Firemen	A	T	1	90·3	0 10 8	18 11 0
,, ...	B	T	66	91·6	0 15 0	22 9 3
Valvemen	A	T	1	100·0	0 10 8	20 11 0
Pumpmen	A	T	2	82·3	1 5 10	34 13 6
,, ...	B	T	33	93·2	0 12 2	19 0 0
Water Softeners	B	T	1	100·0	0 9 10	15 15 0
Oilmen	B	T	198	93·4	0 10 11	16 11 2
,, ...	B	P	17	95·3	0 13 8	21 3 1
Ropemen	B	T	34	94·9	0 13 6	20 13 3
Electric Motormen	B	T	6	92·3	0 12 1	18 1 7
Ordinary Turbine Drivers ..	B	T	6	98·9	1 7 4	41 12 6
Ordinary Switch Board Attendants.	B	T	11	91·8	1 2 9	29 14 3
Cable Jointers	A	T	1	100·0	0 14 9	28 10 0
Ordinary Armature Winders ..	B	T	1	84·6	1 12 8	39 5 9
All Round Electricians ..	B	T	6	98·7	1 13 9	47 11 5
Superior Wiremen	B	T	1	100·0	2 1 8	56 14 0
Ordinary Wiremen	A	T	2	67·7	1 8 1	*
,, ,, ...	B	T	18	84·1	1 3 11	28 6 7
All Wiremen	B	T	19	84·9	1 4 9	29 14 7
Ordinary Electrical Fitters ..	B	T	4	98·1	1 4 2	32 1 5
Superior Boilermakers ..	A	T	2	100·0	2 5 7	63 6 6
Ordinary Boilermakers ..	A	T	14	92·8	1 8 9	38 5 4
All Boilermakers	A	T	16	93·7	1 10 6	41 7 6
Hoistmen	B	T	17	90·5	0 9 7	14 3 2
Truckmen	A	T	6	89·2	0 11 0	19 0 4
,, ...	B	T	36	90·0	0 11 1	16 12 3
Patternmakers	B	T	2	100·0	1 10 3	42 10 6
Superior Moulders	B	T	1	19·2	2 5 9	*
Ordinary Moulders	B	T	13	75·7	1 5 6	26 10 2
All Moulders	B	T	14	71·7	1 5 9	25 9 2
Superior Machinists	A	T	1	80·8	2 13 9	60 1 0
,, ,, ...	B	T	4	95·3	2 4 1	56 14 3
Ordinary Machinists	A	T	1	100·0	1 10 10	45 5 0

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIV—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Ordinary Machinists..	B	T	27	89·5	1 4 1	29 7 0
All Machinists ..	A	T	2	90·6	2 3 2	52 11 0
,, ,, ..	B	T	31	90·3	1 6 3	32 15 8
Welders ..	B	T	3	97·5	2 14 4	74 4 3
Ordinary Blacksmiths ..	A	T	3	85·0	1 13 5	41 11 0
,, ,, ..	B	T	22	88·6	1 7 2	33 10 2
Hammermen or Strikers ..	A	T	4	94·3	0 14 8	22 15 0
,, ,, ,, ..	B	T	22	94·6	0 12 2	18 14 4
Tinsmiths ..	A	T	1	85·2	1 3 2	27 9 0
,, ..	B	T	15	95·9	1 7 1	36 3 2
Coppersmiths ..	A	T	1	100·0	1 8 5	41 4 0
Fitter Maistries ..	A	T	1	77·4	3 1 1	73 10 0
Superior Fitters ..	A	T	7	96·8	2 9 0	65 9 3
,, ,, ..	B	T	18	96·6	2 9 1	65 10 8
Ordinary ,, ..	A	T	23	95·1	1 10 1	41 6 10
,, ,, ..	B	T	125	93·4	1 4 11	32 1 9
All Fitters ..	A	T	30	95·5	1 13 7	47 1 0
,, ,, ..	B	T	143	93·8	1 7 7	36 5 4
Motor and Lorry Drivers ..	B	T	13	95·7	1 2 9	31 11 4
Motor Cleaners ..	B	T	1	100·0	0 9 1	17 10 0
Glaziers ..	B	T	2	94·2	1 3 4	29 10 6
Glass Cutters or Grinders ..	B	T	2	100·0	0 11 2	18 3 3
Ordinary Painters ..	A	T	1	100·0	1 10 5	44 9 0
,, ,, ..	B	T	10	87·4	1 1 6	24 15 1
Concrete Moulders ..	A	T	3	100·0	0 11 2	18 13 1
Concrete Reinforcers ..	A	T	2	100·0	0 7 3	12 3 9
Concrete Assemblers ..	A	T	2	83·3	0 11 0	15 7 6
Maturing Tank Attendants ..	A	T	1	100·0	0 8 0	13 8 0
Pointsmen ..	A	T	2	88·7	0 11 5	19 11 0
Call Boys ..	A	T	8	82·3	0 9 4	14 14 6
Ordinary Carpenters..	A	T	5	87·3	1 6 10	33 7 2
,, ,, ..	B	T	63	93·6	1 3 0	29 0 11
Sawyers ..	A	T	2	96·3	1 2 1	29 5 6
Saw Bench Attendants ..	B	T	2	100·0	0 13 7	22 0 8
Polishers ..	B	T	1	92·3	1 5 0	31 7 9
Masons ..	A	T	6	94·4	1 6 8	36 2 4
,, ..	B	T	28	90·1	1 4 10	30 13 5
Tile Turners ..	B	T	1	92·3	0 14 5	21 10 3
Mochis or Cobblers ..	B	T	39	94·6	0 10 9	16 10 11
Measurers ..	B	T	2	98·1	0 9 9	15 9 3
Weighmen ..	B	T	23	97·2	0 10 1	15 14 7
,, ..	B	P	2	73·1	0 8 3	....*
Packers, Wrappers and Labellers—Men.	B	T	1	92·3	0 8 4	12 8 0
Packers, Wrappers and Labellers—Women.	B	T	22	90·6	0 8 2	12 0 6
Superior Apprentices ..	B	T	7	79·7	1 7 2	29 15 10
Ordinary ,, ..	B	T	11	93·0	1 5 7	32 9 3
All Apprentices	B	T	18	87·9	1 6 1	31 9 2
Ticket Boys	B	T	31	92·2	0 10 1	16 14 3
Muccadams	A	T	5	98·0	1 7 6	42 4 10

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIV—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Muccadams	B	T	69	96·2	0 14 8	23 5 8
Naikins (Women)	A	T	1	100·0	0 11 1	18 11 0
,, ,, ...	B	T	48	89·3	0 11 0	16 2 3
Nawghanies	B	T	197	94·0	0 10 6	16 3 5
Mechanics' Coolies	A	T	59	89·5	0 13 11	21 2 1
,, ,, ...	B	T	135	89·1	0 11 8	17 3 11
Coolies—Men	A	T	63	91·1	0 11 3	18 12 11
,, Women	A	T	17	93·2	0 8 10	13 13 9
Fire Brigade Men	B	T	11	96·5	0 9 7	15 1 2
Jamadars	B	T	15	97·8	0 13 4	24 10 5
Watchmen	A	T	6	99·5	0 9 1	17 8 6
,, ...	B	T	183	91·5	0 9 2	16 0 3
Cartmen	B	T	11	98·8	0 7 5	13 9 4
Gunny Bag Sewers	B	T	1	96·2	0 10 0	15 9 9
Warehousemen	B	T	94	92·5	0 10 3	15 6 3
Watermen	A	T	2	88·7	0 9 0	15 8 0
,, ...	B	T	9	92·9	0 8 2	13 5 5
Washermen	B	T	1	100·0	0 8 9	14 3 6
Chokras or Odd Jobs Boys—Children.	B	T	3	96·8	0 4 6	8 6 6
Sweepers—Men	B	T	31	94·0	0 9 6	15 13 0
,, Women	B	T	199	94·4	0 5 2	8 1 9

A.—Engineering concerns only.
B.—All factories including engineering concerns.

Table No. XV.

Average Earnings and Attendance in Engineering Occupations in the Sholapur and Satara areas.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Chargemen	A	T	5	99·3	5	3	11	149	0	0
Steam Engine Drivers ..	B	T	4	100·0	0	15	7	26	4	5
Oil ,, ,, ..	A	T	4	85·0	0	10	2	13	7	6
,, ,, ,, ..	B	T	6	86·4	0	9	11	13	11	11
Gas Engine Drivers	B	T	2	92·3	1	3	6	29	3	9
Boiler Attendants—1st Class ..	B	T	2	100·0	2	13	0	76	0	0
,, ,, 2nd Class ..	B	T	1	100·0	1	3	1	32	2	9
All Boiler Attendants ..	B	T	3	100·0	2	4	5	61	6	3
Engine, Boiler and Machine Cleaners.	B	T	6	84·0	0	6	9	9	8	5
Firemen	B	T	8	91·2	1	1	2	26	6	1
Stokers	B	T	2	94·4	0	13	1	20	13	9
Pumpmen	B	T	9	99·6	0	8	4	13	15	0
Air Compressor Operators ..	B	T	3	98·8	0	12	2	20	4	4
Oilmen	B	T	27	92·9	0	8	2	12	11	11
,, ...	B	P	2	96·3	0	11	5	18	7	9
Ropemen	B	T	11	91·2	0	10	3	15	13	2
Superior Armature Winders ..	A	T	1	100·0	4	0	5	108	12	0
Ordinary Wiremen	B	T	2	66·7	0	15	6	....		*
Ordinary Electrical Fitters ..	A	T	3	75·3	1	13	9	37	13	0
,, ,, ,, ..	B	T	4	81·5	1	7	9	32	10	8
Superior Boilermakers ..	A	T	4	88·0	3	0	8	72	4	3
Ordinary ,, ,, ..	A	T	3	97·5	1	3	7	32	4	8
All Boilermakers	A	T	7	92·1	2	3	6	55	2	2
Electric Crane Drivers ..	A	T	2	64·8	1	12	5	31	2	0
Patternmakers	A	T	4	84·6	1	7	6	32	5	8
Furnacemen	A	T	4	89·0	0	8	8	12	1	6
Superior Moulders	A	T	4	97·2	2	9	6	68	1	3
Ordinary ,, ...	A	T	41	86·0	0	11	1	15	6	2
,, ,, ...	B	T	*45	86·7	0	11	5	15	15	8
All Moulders	A	T	45	87·0	0	14	3	20	1	1
,, ,, ...	B	T	49	87·6	0	14	3	20	3	9
Superior Machinists	A	T	6	98·8	2	7	0	64	2	4
Ordinary ,, ...	A	T	20	94·4	1	2	11	29	2	6
,, ,, ...	B	T	27	93·8	1	1	6	27	1	2
All Machinists	A	T	26	95·5	1	7	9	37	3	8
,, ,, ...	B	T	33	94·7	1	5	8	33	13	0
Drillers	A	T	6	90·8	0	7	6	10	11	8
Welders	A	T	2	94·4	1	4	4	32	6	0
,, ...	B	T	3	96·3	1	5	6	34	14	8
Rivetters	A	T	5	93·3	0	15	10	24	14	7
Rivet Heaters and Holders ..	A	T	5	92·6	0	5	10	9	2	0
Emerymen	A	T	5	92·9	0	7	4	10	13	7
Blacksmith Maistries ..	A	T	1	100·0	3	11	3	100	0	0
Superior Blacksmiths ..	A	T	2	100·0	2	5	11	63	15	6
Ordinary ,, ..	A	T	12	87·1	1	1	1	24	0	1
,, ,, ...	B	T	15	89·0	1	0	10	24	7	3
All Blacksmiths	A	T	14	89·0	1	4	7	29	11	5
,, ,, ...	B	T	17	90·3	1	3	8	29	1	8

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XV—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Hammermen or Strikers	A	T	12	87·6	0	9	8	13	12	8
Tinsmiths	A	T	2	98·1	0	12	2	20	2	0
,,	B	T	5	97·8	0	13	6	22	5	4
Coppersmiths	A	T	6	90·3	1	4	9	30	0	11
Fitter Maistries	A	T	1	100·0	3	5	4	90	0	0
Special Fitters	A	T	1	100·0	4	0	5	108	12	0
Superior ,,	A	T	17	96·9	2	9	3	66	10	3
Ordinary ,,	A	T	32	88·4	1	4	7	30	5	3
,, ,,	B	T	40	86·8	1	3	6	28	5	7
All Fitters	A	T	50	91·5	1	13	0	44	3	11
,, ,,	B	T	58	90·0	1	11	3	40	15	4
Fettlers	A	T	2	100·0	0	12	11	21	13	6
Motor and Lorry Drivers	A	T	1	88·0	0	9	5	12	14	6
,, ,, ,, ,,	B	T	5	97·9	0	13	10	24	6	1
Motor Cleaners	B	T	1	100·0	0	6	2	12	0	0
Superior Painters	A	T	2	88·9	2	9	6	62	3	0
Ordinary ,,	A	T	7	99·5	0	15	5	25	5	0
All Painters	A	T	9	97·1	1	4	10	33	8	1
Superior Carpenters	A	T	3	100·0	2	8	3	67	15	8
Ordinary ,,	A	T	8	93·4	1	3	7	30	5	0
,, ,,	B	T	20	92·1	1	2	1	27	13	6
All Carpenters	A	T	11	95·2	1	9	7	40	9	4
,, ,,	B	T	23	93·2	1	5	2	33	1	3
Canemen	A	T	1	96·3	0	13	10	22	7	0
Ordinary Tailors	A	T	1	85·2	1	12	5	40	13	0
Masons	B	T	2	59·6	1	0	11	....		*
Mochis	A	T	1	92·6	0	13	6	21	2	0
Packers, Wrappers and Labellers.	A	T	1	96·0	0	9	0	13	8	0
,, ,, ,, ,,	B	T	2	98·0	0	13	0	20	4	0
Superior Apprentices	A	T	3	100·0	2	8	4	68	0	0
Ordinary ,,	A	T	31	94·7	0	11	1	17	12	5
,, ,,	B	T	51	78·2	0	9	6	12	8	7
All Apprentices	A	T	34	95·2	0	13	10	22	3	4
,, ,,	B	T	54	79·4	0	11	8	15	9	11
Ticket Boys	B	T	1	93·5	0	5	6	10	0	0
Muccadams	A	T	2	75·9	0	14	5	18	7	0
,,	B	T	3	84·0	0	13	9	19	8	2
Naikins—Women	B	T	10	96·7	0	8	0	13	1	6
Nawghanies	B	T	18	96·1	0	7	11	12	12	11
Mechanics' Assistants	A	T	9	72·9	0	6	7	7	7	3
,, ,,	B	T	29	86·4	0	7	3	10	6	0
Coolies—Men	A	T	136	91·9	0	7	5	11	4	2
,, Women	A	T	2	94·0	0	4	0	5	14	0
Jamadars	A	T	1	96·3	0	14	9	24	0	0
,,	B	T	4	99·2	0	11	0	20	8	0
Watchmen	A	T	15	92·0	0	9	5	16	13	8
,,	B	T	38	85·9	0	8	4	13	13	7
Cartmen	B	T	8	100·0	0	8	2	13	12	0
Gunny Bag Sewers	B	T	2	83·3	0	7	10	11	0	6
Warehousemen	B	T	2	96·8	0	10	3	19	3	6
Watermen	B	T	1	96·2	0	2	7	4	0	6
Sweepers—Men	B	T	6	97·5	0	4	5	7	5	2
,, Women	B	T	19	95·5	0	3	3	5	3	6

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE NO. XVI.

Average Earnings and Attendance in Engineering Occupations in the Belgaum, Dharwar, Bijapur and Kanara Area.

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average Monthly earnings.
					Rs. a. p.	Rs. a. p.
Chargemen	A	T	79	88·7	6 10 0	154 1 1
General Maistries	A	T	1	100·0	1 14 6	59 1 0
,, ,, ...	B	T	2	100·0	2 5 0	67 0 6
Gaugers	A	T	10	92·8	0 15 2	24 8 1
Steam Engine Drivers ..	A	T	7	94·1	1 13 6	46 5 9
,, ,, ,, ..	B	T	12	93·8	1 5 9	34 4 3
Oil Engine Drivers	A	T	1	100·0	0 6 0	11 10 0
,, ,, ,, ..	B	T	4	99·1	0 12 3	21 1 3
Engine Lighters	A	T	7	93·1	0 15 1	23 10 3
Boiler Attendants—1st Class ..	B	T	2	100·0	2 10 0	68 4 0
Boiler Attendants—2nd Class ..	B	T	5	96·2	1 15 10	50 9 7
All Boiler Attendants ..	B	T	7	97·3	2 2 10	55 10 3
Engine, Boiler and Machine Cleaners.	A	T	86	85·7	0 13 0	18 14 4
Engine, Boiler and Machine Cleaners.	B	T	94	85·3	0 12 7	18 2 5
Firemen	A	T	23	82·4	1 9 7	34 7 7
,, ...	B	T	60	88·0	1 0 0	23 3 7
Pumpmen	A	T	5	97·3	0 15 0	26 13 10
,, ...	B	T	8	95·6	0 13 2	22 6 0
Filtermen	B	T	2	100·0	0 11 0	18 10 0
Air Compressor Operators ..	B	T	1	100·0	1 5 11	37 0 0
Oilmen	A	T	11	90·3	1 1 5	26 11 9
,, ...	B	T	88	90·9	0 10 3	15 11 4
,, ...	B	P	16	90·4	1 2 6	26 11 3
Ropemen	B	T	12	81·8	0 12 7	16 11 7
Gas Makers and Chargers ..	A	T	4	94·2	4 1 1	99 11 3
Electric Motormen	B	T	9	95·1	0 12 2	19 8 9
Superior Turbine Drivers ..	B	T	1	100·0	4 7 1	120 0 0
Ordinary Turbine Drivers ..	B	T	4	92·6	2 5 2	58 0 8
All Turbine Drivers	B	T	5	94·1	2 12 4	70 6 11
Turbine Cleaners	B	T	9	93·8	0 11 9	18 9 4
Ordinary Armature Winders ..	A	T	1	100·0	1 11 1	44 0 0
,, ,, ,, ..	B	T	2	94·3	1 10 3	41 1 2
All Round Electricians ..	A	T	1	34·6	*	104 8 0
,, ,, ,, ..	B	T	5	82·8	2 5 8	52 4 11
Ordinary Wiremen	A	T	11	93·4	1 8 2	36 10 9
,, ,, ..	B	T	15	90·8	1 5 8	32 2 10
Superior Electrical Fitters ..	A	T	7	93·4	3 2 2	76 2 0
Ordinary Electrical Fitters ..	A	T	10	79·6	1 10 6	34 5 4
,, ,, ,, ..	B	T	11	81·5	1 10 10	35 9 2
All Electrical Fitters ..	A	T	17	85·3	2 5 2	51 8 8
,, ,, ,, ..	B	T	18	86·1	2 4 8	51 5 6
Battery Chargers	A	T	4	76·0	1 6 5	27 10 0
Assemblers or Erectors ..	A	T	74	90·6	2 14 11	69 1 0
Superior Boilermakers ..	A	T	40	91·1	3 4 2	77 7 10

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*This worker put in only nine days and was given leave with pay for the rest of the month. No average of daily earnings has therefore been worked out.

TABLE No. XVI—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
Ordinary Boilermakers ..	A	T	4	94·3	1	8	8	38	9	6
All Boilermakers	A	T	44	91·4	3	1	6	73	15	3
Steam and Electric Crane Drivers	A	T	10	88·5	1	6	8	32	10	10
Assistant Cranemen and Slingers.	B	T	1	96·2	0	9	8	15	1	0
Truckmen	A	T	1	100·0	1	5	4	35	15	0
Patternmakers	A	T	9	84·2	2	3	2	48	2	3
,, ,, ...	B	T	12	86·7	2	0	11	46	13	10
Furnacemen	A	T	9	87·6	1	10	1	37	2	7
Superior Moulders	A	T	15	90·0	2	15	0	68	12	0
Ordinary Moulders	A	T	33	87·5	1	8	2	34	8	7
,, ,, ...	B	T	42	87·9	1	5	7	31	3	3
All Moulders	A	T	48	88·3	1	15	5	45	3	8
,, ,, ...	B	T	57	88·5	1	12	4	41	1	4
Chippers	B	T	1	92·3	0	12	0	18	0	0
Machinist Maistries	A	T	4	91·3	3	11	11	89	0	0
Special Machinists	A	T	4	73·1	4	6	5	83	10	6
Superior Machinists ..	A	T	68	89·2	2	9	4	60	0	3
,, ,, ...	B	T	69	88·1	2	9	4	59	4	10
Ordinary Machinists ..	A	T	87	90·2	1	7	5	34	11	0
,, ,, ..	B	T	101	91·0	1	6	10	34	3	3
All Machinists	A	T	159	89·3	2	0	0	46	12	0
,, ,, ...	B	T	174	89·5	1	14	11	45	4	8
Drillers	A	T	1	96·2	1	3	7	30	10	0
,, ...	B	T	2	90·4	1	0	6	24	4	0
Welding Maistries	A	T	1	92·3	5	2	9	124	1	0
Welders	A	T	7	87·4	2	5	1	52	9	5
,, ...	B	T	9	89·0	2	0	6	47	6	11
Lead Burners	A	T	2	100·0	1	13	1	47	4	6
Hydraulic Pressmen ..	B	T	2	100·0	0	14	6	24	8	0
Rivet, Bolt and Nut Makers ..	A	T	3	96·2	1	11	6	43	0	0
Rivetters	A	T	110	94·2	1	12	6	43	9	8
Rivet Heaters and Holders ..	A	T	156	92·7	1	2	7	28	0	2
Temperers	A	T	1	100·0	2	10	8	69	5	0
Tool Grinders	A	T	9	93·3	1	5	2	32	10	1
Electroplaters and Gilders ..	A	T	1	96·2	1	14	4	47	7	0
Superior Blacksmiths ..	A	T	45	92·8	2	15	7	71	13	3
Ordinary Blacksmiths ..	A	T	41	93·8	1	7	0	35	5	8
,, ,, ...	B	T	48	92·5	1	6	2	33	10	10
All Blacksmiths	A	T	86	93·3	2	3	9	54	7	0
,, ,, ...	B	T	93	92·6	2	2	5	52	2	2
Hammermen or Strikers ..	A	T	156	91·5	1	2	9	27	15	0
,, ,, ...	B	T	162	91·2	1	2	5	27	5	9
Tinsmiths	A	T	14	96·7	2	3	8	56	5	0
,, ...	B	T	21	94·6	1	14	6	47	5	3
Solderers	B	T	2	98·1	0	9	4	15	7	2
Coppersmiths	A	T	27	95·0	2	7	0	60	3	5
Special Fitters	A	T	10	89·2	4	9	4	106	4	5
Superior Fitters	A	T	151	90·9	2	12	0	65	2	6
,, ,, ...	B	T	153	90·6	2	11	11	64	14	7
Ordinary Fitters	A	T	248	91·2	1	8	11	37	2	10
,, ,, ...	B	T	303	91·1	1	7	2	34	9	11

A.—Engineering concerns only.

B.—All factories including engineering concerns.

TABLE No. XVI—*contd.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
					Rs.	a.	p.	Rs.	a.	p.
All Fitters	A	T	409	91·0	2	1	1	49	3	2
,, ,,	B	T	466	90·9	1	15	0	46	1	8
Fettlers	A	T	19	89·3	1	5	3	30	14	1
Motor and Lorry Drivers	B	T	6	94·6	1	0	2	26	12	3
Motor Cleaners	B	T	1	100·0	0	9	7	16	2	6
Springsmiths	A	T	10	96·2	2	3	5	55	4	6
Watch and Clock Makers and Repairers.	A	T	2	32·7	2	0	6		*	
Metal Polishers	A	T	3	96·2	1	3	8	30	11	8
Superior Painters	A	T	13	91·1	2	10	9	63	4	7
Ordinary Painters	A	T	73	94·3	1	10	6	40	9	4
,, ,,	B	T	75	94·2	1	10	1	39	15	11
All Painters	A	T	86	93·8	1	12	10	44	0	3
,, ,,	B	T	88	93·8	1	12	6	43	7	0
Progressmen	A	T	14	87·9	2	1	4	47	10	3
Shunting Masters	A	T	1	84·6	4	4	8	94	6	0
Shunting Drivers	A	T	1	100·0	3	2	5	81	15	0
Pointsmen	A	T	11	93·8	1	0	9	26	0	11
Call Boys	A	T	11	94·4	0	8	1	14	12	11
Superior Carpenters	A	T	104	89·1	2	11	3	62	10	7
Ordinary Carpenters	A	T	91	91·5	1	9	11	38	10	3
,, ,,	B	T	124	89·6	1	7	4	34	4	5
All Carpenters	A	T	195	90·3	2	3	0	51	7	3
,, ,,	B	T	228	89·4	2	0	4	47	3	7
Wood Working Machinists	A	T	18	89·7	1	15	2	45	7	6
Saw Bench Attendants	A	T	39	89·9	0	13	8	20	9	11
Upholsterers	A	T	23	88·6	1	13	6	42	8	8
Canemen	A	T	3	82·1	1	12	11	38	8	0
Ordinary Tailors	B	T	3	91·1	0	11	11	17	14	3
Masons	A	T	5	97·7	1	13	0	45	15	10
,,	B	T	12	83·8	1	9	3	34	12	1
Tile Turners	B	T	2	94·2	0	7	0	10	12	0
Mochis	A	T	14	90·1	1	7	9	34	12	9
,,	B	T	23	90·0	1	3	5	28	8	4
Weighmen	B	T	27	94·2	0	12	1	19	2	4
Packers, Wrappers and Labellers.	B	T	4	94·2	0	9	7	14	10	6
Superior Apprentices	A	T	12	91·1	2	1	9	50	4	11
Ordinary Apprentices	A	T	236	90·7	1	0	1	23	12	5
,, ,,	B	T	299	90·4	0	14	5	21	4	0
All Apprentices	A	T	248	90·7	1	1	0	25	0	11
,, ,,	B	T	311	90·4	0	15	2	22	6	0
Ticket Boys	B	T	15	96·3	0	8	0	12	13	2
Muccadams	A	T	43	89·9	1	7	9	35	2	8
,,	B	T	56	89·8	1	5	4	31	11	10
Naikins (Women)	B	T	20	90·9	0	12	1	18	6	7
Nawghanies	B	T	143	92·0	0	12	1	17	9	6
Mechanics' Assistants	A	T	582	91·0	0	14	0	20	13	1
,, ,,	B	T	607	91·1	0	13	9	20	7	6
Coolies—Men	A	T	183	87·5	0	9	9	15	2	1
,, —Women	A	T	22	88·5	0	6	8	9	14	6

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XVI—*concld.*

Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Jamadars	A	T	6	100·0	1 0 0	31 0 8
,, ...	B	T	12	96·9	0 13 7	24 4 1
Watchmen	A	T	34	93·6	0 9 0	16 5 4
,, ...	B	T	120	95·7	0 8 8	14 14 5
Lampmen	B	T	1	100·0	0 6 9	13 0 0
Cartmen	A	T	1	100·0	0 7 1	13 12 6
,, ...	B	T	23	97·4	0 8 5	14 7 6
Warehousemen	A	T	2	100·0	0 9 6	17 3 6
,, ...	B	T	30	92·1	0 8 3	12 11 3
Watermen	A	T	1	88·5	0 13 5	19 5 0
Washermen	B	T	2	86·8	0 15 6	22 4 5
Sweepers—Men	A	T	5	94·8	0 8 5	15 7 0
,, ,, ...	B	T	90	96·8	0 8 8	14 3 9
,, Women ..	B	T	34	92·5	0 4 9	7 2 7

A.—Engineering concerns only.
B.—All factories including engineering concerns.

TABLE No. XVII.

Average Earnings and Attendance for Women in Engineering occupations in all areas.

Area and Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Bombay City.						
Solderers	A	P	2	96·3	0 15 0	24 6 0
Frosters	A	T	22	92·4	0 8 7	13 5 8
,, ...	A	P	10	41·9	0 9 6	*
Brush Makers	A	P	11	82·2	0 10 3	14 3 8
Upholsterers	A	T	3	100·0	1 0 0	27 0 0
Weighers	B	T	1	100·0	0 13 0	21 15 0
Packers, Wrappers and Labellers	A	T	53	89·7	0 11 0	16 0 5
,, ,, ,,	B	T	216	89·4	0 11 11	17 12 10
Naikins	A	T	3	100·0	0 14 8	24 11 3
,, ...	B	T	135	95·1	1 6 4	35 10 0
,, ...	A	P	1	96·3	2 4 11	60 0 0
,, ...	B	P	2	98·1	2 3 3	57 5 6
Coolies	A	T	376	83·3	0 8 11	12 5 4
Gunny Bag Sewers	B	T	3	100·0	0 11 0	18 8 8
Waterwomen	A	T	8	75·5	0 15 6	19 12 2
Sweepers	A	T	24	81·2	0 10 5	14 12 7
,, ...	B	T	1,376	94·3	0 8 6	13 8 3
Bombay Suburban, Thana, Kolaba and Ratnagiri.						
Packers, Wrappers and Labellers	B	T	14	86·9	0 7 3	11 2 11
,, ,, ,,	B	P	2	100·0	0 14 1	22 15 0
Naikins	B	T	11	95·5	1 0 9	26 1 7
Waterwomen	B	T	1	96·3	0 10 0	16 4 0
Sweepers	A	T	4	91·5	0 9 4	15 11 11
,, ...	B	T	75	89·3	0 8 3	12 13 10
Ahmedabad City.						
Naikins	B	T	11	93·3	0 14 3	22 7 7
Coolies	A	T	3	100·0	0 9 11	16 12 8
Gunny Bag Sewers	B	T	13	98·3	0 9 3	15 5 4
Waterwomen	B	T	82	98·3	0 7 9	12 13 0
Sweepers	A	T	1	100·0	0 7 3	14 0 0
,, ...	B	T	342	95·3	0 9 9	16 0 6
Ahmedabad, Kaira and Panch-Mahals.						
Naikins	B	T	1	100·0	1 11 10	47 0 0
Waterwomen	B	T	1	100·0	0 5 11	10 0 0
Sweepers	B	T	26	91·7	0 7 2	11 3 1

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XVII—*contd.*

Area and Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Broach and Surat.						
Trolleywomen	B	T	4	76·9	0 7 10	10 2 8
Ordinary Apprentices ..	B	T	1	100·0	0 3 4	5 6 0
Naikins	B	T	4	98·1	0 13 8	22 9 4
Coolies	A	T	23	88·0	0 6 7	10 8 7
Washerwomen	B	T	1	51·9	0 5 11	*
Sweepers	A	T	1	82·4	0 10 3	14 12 0
,, ...	B	T	28	91·5	0 7 8	11 13 7
East and West Khandesh.						
Naikins	B	T	11	97·9	0 13 11	22 3 7
Coolies	A	T	15	72·6	0 9 9	11 15 2
Sweepers	B	T	15	93·9	0 5 6	8 11 5
Poona, Nasik and Ahmednagar.						
Oil Engine Drivers	B	T	1	100·0	1 0 8	25 0 0
Naikins	B	T	2	92·0	0 6 10	9 13 0
Coolies	A	T	8	98·7	0 5 3	9 10 11
Sweepers	A	T	2	100·0	0 5 2	10 0 0
,, ...	B	T	18	91·6	0 5 1	8 0 6
Sholapur City.						
Packers, Wrappers & Labellers ..	B	T	22	90·6	0 8 2	12 0 6
Naikins	A	T	1	100·0	0 11 1	18 11 0
,, ...	B	T	48	89·3	0 11 0	16 2 3
Coolies	A	T	17	93·2	0 8 10	13 13 9
Sweepers	B	T	199	94·4	0 5 2	8 1 9
Sholapur and Satara.						
Naikins	B	T	10	96·7	0 8 0	13 1 6
Coolies	A	T	2	94·0	0 4 0	5 14 0
Sweepers	B	T	19	95·5	0 3 3	5 3 6
Belgaum, Bijapur and Dharwar.						
Naikins	B	T	20	90·9	0 12 1	18 6 7
Coolies	A	T	22	88·5	0 6 8	9 14 6
Sweepers	B	T	34	92·5	0 4 9	7 2 7

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE NO. XVIII.

Average Earnings and Attendance for Children in Engineering occupations in all Areas.

Area and Occupation.		Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
					Rs. a. p.	Rs. a. p.
Bombay City.						
Call Boys	A	T	8	77·8	0 8 6	11 2 10
Coolies	A	T	12	100·0	0 6 8	11 4 0
Bombay Suburban, Thana, Kolaba and Ratnagiri.						
Packers, Wrappers and Labellers	B	T	4	47·2	0 4 2	*
Ahmedabad City.						
Tin Making Machine Men ..	A	T	4	87·0	0 4 9	7 0 3
Ordinary Apprentices ..	B	T	1	100·0	0 7 1	12 0 0
Chokras or Odd Jobs Boys ..	A	T	1	66·7	0 4 10	*
,, ,, ,, ..	B	T	2	77·4	0 4 10	6 3 6
Poona, Nasik and Ahmednagar.						
Chokras or Odd Jobs Boys ..	B	T	3	80·0	0 2 8	3 6 1
Sholapur City.						
Chokras or Odd Jobs Boys ..	B	T	3	96·8	0 4 6	8 6 6

A.—Engineering concerns only.
B.—All factories including engineering concerns.
*Omitted owing to low percentage attendance and small number of workers returned.

TABLE No. XIX.

Frequencies of Monthly Earnings of Moulders.

Frequency of Monthly Earnings.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 20	87	5	18	..	..	1	20	5	34	9	179	16·90
Rs. 20 and below Rs. 25	60	1	15	1	..	..	10	..	2	2	91	8·60
„ 25 „ „ „ 30	50	..	24	1	..	7	10	3	2	3	100	9·44
„ 30 „ „ „ 35	56	2	17	2	1	1	3	3	5	12	102	9·63
„ 35 „ „ „ 40	62	1	17	3	..	..	9	1	2	5	100	9·44
„ 40 „ „ „ 45	46	..	20	6	2	1	2	..	..	9	86	8·12
„ 45 „ „ „ 50	21	1	14	9	1	1	3	1	..	3	54	5·10
„ 50 „ „ „ 55	20	..	15	2	..	1	4	1	1	..	44	4·16
„ 55 „ „ „ 60	34	..	3	4	..	..	6	..	..	3	50	4·72
„ 60 „ „ „ 65	24	1	4	4	..	..	1	..	..	1	35	3·31
„ 65 „ „ „ 70	82	..	4	3	..	1	..	..	2	2	94	8·88
„ 70 „ „ „ 75	11	..	2	3	..	..	1	..	..	3	20	1·89
„ 75 „ „ „ 80	6	..	1	14	..	1	..	..	..	3	25	2·36
„ 80 „ „ „ 85	26	..	..	33	..	..	1	..	..	1	61	5·76
„ 85 „ „ „ 90	..	..	..	5	..	..	..	..	1	..	6	0·57
„ 90 „ „ „ 95	..	..	..	1	..	..	..	..	..	..	1	0·09
„ 95 „ „ „ 100	2	..	..	..	..	..	..	..	..	1	3	0·28
„ 100 „ „ „ 105	1	..	..	..	..	..	..	..	..	..	1	0·09
„ 105 „ „ „ 110	3	..	..	1	..	..	..	..	..	..	4	0·38
„ 110 „ „ „ 115	1	..	..	2	..	..	..	..	..	..	3	0·28
„ 115 „ „ „ 120	..	..	..	..	..	..	..	..	..	..	..	..
„ 120 and over	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	592	11	154	94	4	14	70	14	49	57	1,059	100·00

TABLE No. XX.

Frequencies of Monthly Earnings of Blacksmiths.

Frequency of Monthly Earnings.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 20	47	2	2	1	..	2	1	1	0	8	70	7·21
Rs. 20 and below Rs. 25	28	2	5	1	1	..	5	2	2	2	48	4·95
„ 25 „ „ „ 30	28	2	6	3	..	3	9	3	2	5	61	6·29
„ 30 „ „ „ 35	37	1	7	..	3	2	12	7	2	12	83	8·56
„ 35 „ „ „ 40	48	2	5	2	..	4	11	2	2	2	78	8·04
„ 40 „ „ „ 45	31	5	6	2	1	6	14	5	..	20	90	9·28
„ 45 „ „ „ 50	35	..	10	1	1	1	3	1	..	1	53	5·46
„ 50 „ „ „ 55	41	3	20	7	..	..	2	1	1	7	82	8·45
„ 55 „ „ „ 60	50	2	17	6	..	1	3	..	..	2	81	8·35
„ 60 „ „ „ 65	35	4	17	1	..	1	2	..	1	3	64	6·60
„ 65 „ „ „ 70	31	3	7	6	1	..	..	..	1	8	57	5·88
„ 70 „ „ „ 75	63	3	5	4	..	..	..	..	..	7	82	8·45
„ 75 „ „ „ 80	14	2	4	1	..	1	1	..	..	5	28	2·89
„ 80 „ „ „ 85	13	1	1	4	..	..	..	..	..	1	20	2·06
„ 85 „ „ „ 90	11	2	..	5	..	..	1	..	..	6	25	2·58
„ 90 „ „ „ 95	9	..	..	10	..	..	..	..	..	..	25	2·58
„ 95 „ „ „ 100	4	..	..	2	1	..	..	..	..	1	8	0·82
„ 100 „ „ „ 105	2	..	..	2	..	..	..	..	..	2	6	0·62
„ 105 „ „ „ 110	2	..	1	..	..	..	..	..	..	..	3	0·31
„ 110 „ „ „ 115	3	..	..	..	..	..	..	..	..	..	3	0·31
„ 115 „ „ „ 120	1	..	..	..	..	..	..	..	..	..	1	0·10
„ 120 and Over ..	1	..	..	..	..	..	..	..	..	1	2	0·21
Total ..	534	34	113	64	8	21	64	22	17	93	970	100·00

Table No. XXI.

Frequencies of Monthly Earnings of Fitters.

Frequency of Monthly Earnings.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 20	180	32	59	7	5	36	20	20	12	28	399	5·65
Rs. 20 and below Rs. 25	127	14	32	6	4	10	27	21	5	24	270	3·82
„ 25 „ „ „ 30	132	22	45	18	1	12	35	17	2	42	326	4·62
„ 30 „ „ „ 35	185	15	54	9	5	68	90	20	9	68	523	7·40
„ 35 „ „ „ 40	545	72	47	15	5	38	61	19	6	23	831	11·77
„ 40 „ „ „ 45	312	37	64	13	5	10	38	6	3	79	567	8·03
„ 45 „ „ „ 50	230	22	83	22	5	33	46	6	5	47	499	7·07
„ 50 „ „ „ 55	297	21	71	22	2	37	57	14	4	17	542	7·67
„ 55 „ „ „ 60	226	18	76	13	2	5	26	5	1	38	410	5·81
„ 60 „ „ „ 65	288	24	79	8	2	3	24	4	1	11	444	6·29
„ 65 „ „ „ 70	459	29	51	12	1	14	21	6	2	18	613	8·68
„ 70 „ „ „ 75	270	16	43	20	1	16	12	5	2	37	422	5·97
„ 75 „ „ „ 80	120	14	21	32	2	1	4	..	1	4	199	2·82
„ 80 „ „ „ 85	281	11	16	148	2	..	1	..	2	6	467	6·61
„ 85 „ „ „ 90	104	38	5	28	1	..	1	..	1	15	193	2·73
„ 90 „ „ „ 95	58	4	6	3	1	..	4	..	..	..	76	1·08
„ 95 „ „ „ 100	39	2	6	3	17	..	1	..	..	2	70	0·99
„ 100 „ „ „ 105	23	9	3	..	1	..	1	..	..	..	37	0·52
„ 105 „ „ „ 110	42	1	5	7	..	..	2	..	2	4	63	0·89
„ 110 „ „ „ 115	21	2	2	15	1	..	..	..	..	..	41	0·58
„ 115 „ „ „ 120	13	1	..	3	..	..	..	..	..	..	17	0·24
„ 120 and Over	33	..	5	7	3	1	2	..	..	3	54	0·76
Total ..	3,986	404	773	411	66	284	473	143	58	466	7,063	100·00

Table No. XXII.

Frequencies of Monthly Earnings of Machinists.

Frequency of Monthly Earnings.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 20	67	9	21	9	..	5	16	7	6	10	150	5·42
Rs. 20 and below Rs. 25	36	3	23	8	..	4	21	3	3	5	106	3·82
„ 25 „ „ „ 30	56	6	27	15	..	13	15	4	8	19	163	5·88
„ 30 „ „ „ 35	109	8	31	13	3	16	19	5	4	21	229	8·26
„ 35 „ „ „ 40	206	5	19	23	5	13	16	3	3	16	309	11·15
„ 40 „ „ „ 45	120	10	30	21	3	5	18	3	3	33	247	8·91
„ 45 „ „ „ 50	98	5	26	19	..	1	17	1	1	9	177	6·39
„ 50 „ „ „ 55	108	10	32	19	..	3	23		1	11	210	7·58
„ 55 „ „ „ 60	181	7	38	6	..	3	19	..	1	21	276	9·95
„ 60 „ „ „ 65	145	5	30	18	..	..	11	2	..	3	209	7·54
„ 65 „ „ „ 70	106	5	16	37	3	2	3	..	1	6	179	6·46
„ 70 „ „ „ 75	134	1	10	6	..	1	4	..	..	9	165	5·95
„ 75 „ „ „ 80	40	3	7	9	..	..	3	..	1	1	64	2·31
„ 80 „ „ „ 85	107	4	3	33	..	..	1	..	1	3	152	5·48
„ 85 „ „ „ 90	26	5	..	11	1	..	..	..	..	5	48	1·73
„ 90 „ „ „ 95	15	1	..	4	..	..	1	..	..	..	21	0·76
„ 95 „ „ „ 100	12	..	1	1	3	..	..	..	..	..	17	0·61
„ 100 „ „ „ 105	11	1	1	..	..	..	..	..	..	..	13	0·47
„ 105 „ „ „ 110	18	..	..	2	..	..	..	..	..	2	22	0·79
„ 110 „ „ „ 115	6	..	..	..	..	..	1	..	..	..	7	0·25
„ 115 „ „ „ 120	2	..	..	..	..	..	..	..	..	..	2	0·07
„ 120 and Over	5	1	..	..	..	..	..	..	..	..	6	0·22
Total ..	1,614	89	315	249	18	66	183	31	33	174	2,772	100·00

TABLE No. XXIII.

Frequencies of Monthly Earnings of Carpenters.

Frequency of Monthly Earnings.	Bombay City.	Bombay Suburban, Thana, Ratnagiri and Kolaba Districts.	Ahmedabad City.	Ahmedabad, Kaira and Panch Mahals Districts.	Broach and Surat Districts.	East and West Khandesh Districts.	Poona, Nasik and Ahmednagar Districts.	Sholapur City.	Sholapur and Satara Districts.	Belgaum, Dharwar, Bijapur and Kanara Districts.	Total.	Percentage to total.
Below Rs. 20	208	19	8	1	..	7	22	9	4	17	293	8·01
Rs. 20 and below Rs. 25	109	10	10	..	..	3	20	12	3	5	172	4·70
,, 25 ,, ,, ,, 30	88	11	16	3	..	4	9	11	4	20	166	4·54
,, 30 ,, ,, ,, 35	110	14	15	5	2	5	22	17	4	16	210	5·74
,, 35 ,, ,, ,, 40	190	19	32	2	7	7	26	9	4	18	314	8·59
,, 40 ,, ,, ,, 45	301	7	26	4	1	5	18	2	1	33	398	10·88
,, 45 ,, ,, ,, 50	232	10	26	1	5	7	18	3	..	19	321	8·78
,, 50 ,, ,, ,, 55	190	16	44	5	2	..	13	..	1	16	287	7·85
,, 55 ,, ,, ,, 60	189	6	30	4	1	2	3	..	..	30	274	7·49
,, 60 ,, ,, ,, 65	277	11	89	3	..	..	..	..	..	13	393	10·75
,, 65 ,, ,, ,, 70	130	4	62	1	..	..	2	..	1	10	210	5·74
,, 70 ,, ,, ,, 75	213	6	31	3	..	1	..	..	..	11	265	7·25
,, 75 ,, ,, ,, 80	47	2	9	1	..	..	..	..	..	16	75	2·05
,, 80 ,, ,, ,, 85	60	..	6	1	..	..	1	..	1	1	79	2·16
,, 85 ,, ,, ,, 90	137	..	1	..	..	1	..	..	..	3	142	3·88
,, 90 ,, ,, ,, 95	34	..	..	..	..	..	..	..	..	..	34	0·93
,, 95 ,, ,, ,, 100	4	..	..	..	..	..	..	..	..	..	4	0·11
,, 100 ,, ,, ,, 105	3	..	..	..	..	..	..	..	..	..	3	0·08
,, 105 ,, ,, ,, 110	7	..	1	..	..	..	..	..	..	..	8	0·22
,, 110 ,, ,, ,, 115	6	..	..	1	..	..	..	..	..	..	7	0·19
,, 115 ,, ,, ,, 120	..	..	..	..	..	..	..	..	..	..	..	..
,, 120 and Over	2	..	..	..	..	..	..	..	..	..	2	0·06
Total ..	2,544	135	415	35	18	42	154	63	23	228	3,057	100·00

APPENDICES

APPENDIX A.

GROUP A : WHITE FORM FOR MEN ON TIME RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions† very carefully.)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) during the month of May 1934 for the above occupation*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Rate of wages. Amount.	Rate of wages. per*	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5	6	7
		Rs. a. p.		Rs. a. p.	Rs. a. p.	
		UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION				

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

* Here *insert* hour, day, week, fortnight or month as the case may be for time rates.

†(The instructions are printed at pages 165 and 166.)

APPENDIX A—*contd.*

GROUP B : BLUE FORM FOR MEN ON PIECE RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(*Please read the instructions*† *very carefully.*)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) for the above occupation in the day "hapta" falling in the month of May 1934 from the to the*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5
		Rs. a. p.	Rs. a. p.	
		UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION		

†(The instructions are printed at pages 165 and 166.)

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

INSTRUCTIONS.

1. *General.*—The detailed information called for in this form is required for every individual operative and for every member of the supervisory and clerical staff. Space is provided on each form for entries in respect of fourteen persons only. Entries for more than fourteen persons should not be made on the same form but one or more continuation forms should be used for the purpose. Continuation forms should not be numbered and every form should be completely self-contained, i.e., the entries regarding "Name of Concern", "Town", "District", "Occupation" and "Number of working days in the pay period" should be filled on every form. The forms should not be folded and should be returned in the special envelope provided for the purpose.

2. *Sex, Age and Payment Groups.*—The forms are printed for two main groups of operatives and in five different colours for each group. Group A forms are for all operatives who are paid monthly (time or piece) or bi-monthly (time or piece) and also for operatives in a month which is not a calendar month, e.g., a month beginning from the 9th May and ending on the 8th June or the Hindu calendar month. "Bi-monthly" means where there are two wage-periods in a month running from the 1st to the 15th and from the 16th to the end of a calendar month. Group B forms are for operatives who are paid for periods or "haptas" of 35, 28, 16, 14, 8 or 7 days. For both groups, white forms are to be used for adult males on time rates of wages, blue forms for adult males on piece rates, pink forms for adult females on time rates, green forms for adult females on piece rates and yellow forms for children or half-timers. For operatives in bi-monthly pay periods the figures for number of days worked and earnings for each operative for the two periods should be totalled and the entries should be made in Group A forms. Where a month is not a calendar month please take the pay period which has the greatest number of days in the month of May. For workers paid by "haptas", Group B forms should be used and the figures for number of days worked and earnings should only be for one "hapta". In selecting the "hapta" for particular groups of operatives that "hapta" which falls entirely in the month of May should be taken; and if there are two or more complete "haptas" in the month of May the earliest "hapta" should be selected. **In each case please use the right coloured form.** Thus, if there are fifteen operatives in a stated occupation of whom three men and four women are paid bi-monthly on time rates of wages and two men and six women are paid at piece rates for 16-day "haptas", combine the figures for the two wage-periods in the first case using a Group A white form for the men, a Group A pink form for the women; and give the figures for only one "hapta" in the second case, using a Group B blue form for the men and a Group B green form for the women.

3. *Occupations.*—Standard lists of occupations have been prepared for each trade and industry. Two copies of the complete lists for all industries have been sent with the forms. The instructions regarding designating certain occupations, especially supervisory posts, and grouping are given in a prefatory note in the standard lists and should be studied very carefully. The first industry group in the list is "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Saw Mills, Stone Crushing Plants, Ordnance and Ammunition Factories, Water Pumping Stations *and occupations common to all factories*". Every factory has certain occupations which are to be found in this group. Please therefore examine the first group in addition to the group of occupations for the particular industry to which your factory belongs. In describing occupations no terms should be used which are not to be found in the standard list. **Separate forms or sets of forms should be used for each different occupation.** Thus, "superior fitters" and "ordinary fitters" are two distinct occupations and they should not be brought on to the same form. Please study the standard list very carefully for dividing certain occupations into two or more grades, e.g., "special", "superior" and "ordinary".

4. *Number of Days Worked.*—What is required here is the actual number of days for which the operative whose ticket number is shown in the first column has worked during the month of May or in any shorter wage-period in that month irrespective of the fact whether holidays or leave with pay are granted or not. Where a short day, i.e., a Saturday or any other day, is worked during the week and the rates of wages for the short day are the same as for a full day, the short day should be counted as a full day. When wages are calculated on the basis of total number of hours worked the total number of hours worked should be divided by the average daily hours worked in a full week, e.g., where the hours per week are 48 distributed in an 8½-hour day from Mondays to Fridays and 5½ hours on Saturdays, the average daily hours would be 8. **Sundays and holidays which are paid for should not be included in the figure given for the number of days worked in column 2.** Overtime hours should be excluded in calculating number of days worked in the last case.

5. *Rates of Wages.*—Where *time rates* are calculated on a basic rate *plus* a percentage dearness or war allowance and/or a percentage for a cut **the figures to be entered for rates of wages should be the consolidated rate** after providing for the increase and/or the decrease. No information about rates is required for operatives on piece rates.

6. *Earnings.*—"Earnings" in column 5 *include* wages earned from basic rates of pay and all allowances such as dearness of food or grain allowances, good attendance bonus, earnings from double substitute or double *badli* work, pay for holidays or leave with pay, cash payments for travelling allowances and house rent less disciplinary fines but *exclude* value of free housing provided, free railway passes and overtime. No deductions on account of provident funds, club fees, medical attendance, housing or any other amenities provided by the employer, etc., should be made. **Please do not deduct the value of damaged material handed over to the operative for which a deduction has been made from his wages from the figure entered in the form for "earnings" but enter the amount of such deduction in the seperate column provided for it.**

7. *Substitutes.*—No information is required for employees on leave for the whole of the pay period taken or for casual temporary substitutes but if a worker leaves permanently during a pay period and is replaced by another, the figures for earnings and number of days worked by the permanent worker and by the worker who replaces him should be totalled and shown as for one operative.

APPENDIX B.

GENERAL WAGE CENSUS, 1934-35

Labour Office

Government of Bombay

PART I—COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934

GENERAL QUESTIONNAIRE

regarding

NUMBERS EMPLOYED, HOURS OF WORK, CONDITIONS OF LABOUR AND WELFARE ACTIVITIES

FORM RETURNABLE TO THE COMMISSIONER OF LABOUR, SECRETARIAT, BOMBAY

Name of Concern _____

Town _____

District _____

Industry Group _____

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1934

Questions.

Answers.

A. NUMBERS EMPLOYED.

Please fill in the table opposite regarding total numbers of staff and workers employed on 1st May 1934 for all shifts.

(In centres and factories for which a different month is to be taken for the purposes of the census, the figures should relate to the month for which the census forms are filled in.)

	Number employed.
Officers	
Clerks (the whole clerical establishment).	
Workpeople :—	
Men .. On Time Rates ..	
Men .. On Piece Rates ..	
Women .. On Time Rates ..	
Women .. On Piece Rates ..	
Children or Half-Timers	

B. LABOUR TURNOVER.

1. What was the total number of permanent hands who left your factory during May 1934 either of their own choice or on account of retirement or dismissal?

(Workers who proceeded on leave should not be included in the above figures.)

2. What was the total number of substitutes or *badlis* employed during the month of May 1934 in place of workers absent temporarily?

(One *badli* should not be counted twice.)

C. RECRUITMENT OF LABOUR.

1. Do you recruit your labour—
   (*a*) through a special officer?
   (*b*) through Mukkadams, Jobbers or Foremen? or
   (*c*) through any other agency?

D. PERIODS AND METHODS OF WAGE PAYMENT.

1. What is the normal period of wage payments in your factory; i.e., are wages paid monthly, bi-monthly (for periods from the 1st of a calendar month to the 15th and from the 16th to the end of the month), weekly, or for periods of 8, 14, 16, 28 or 35 days? In each case please specify the number of workers in each pay period and the number of days elapsing between the end of the wage period and the date of payment.

2. Where the month is the normal pay period do you adopt the English calendar month, the Hindu month or a month which is not a calendar month, e.g., a month beginning from the 25th of one month and ending on the 24th of the next month?

3. Do you grant advances to your workmen against wages; and, if so, what rates of interest, if any, do you charge on these advances?

4. Please describe, in brief, the principles which you follow in fixing wage rates; i.e., are the rates you pay merely dependent on demand and supply of the type of labour required or are your rates fixed rates?

Pay period.	Number of workers.	Number of days elapsing between completion of pay period and payment of wages.

Questions. *Answers.*

5. In all cases where rates are fixed, both for time rates and for piece rates of wages, please specify the increases or decreases which have been effected in these rates since 1914; and, in cases, where factories have been started since 1914, the increases or decreases in the rates since the starting of the factory.

6. Are rates of wages in your factory consolidated rates or do you have basic rates plus War, Dearness, *Moghwari* or Grain allowances? In the latter case please give exact details of these additions and the conditions under which these additions can be earned.

7. Do you give bonuses, in addition to rates, for (*a*) good work; (*b*) good attendance; or (*c*) for any other purpose? In each case please specify the amounts of these bonuses and the conditions under which they can be earned.

8. In cases where rates are not hourly rates or daily rates, please describe the method adopted in calculating wages. For example, in cases where you have monthly time rates, say Rs. 27 a month, are the earnings for numbers of days worked calculated on the basis of working days in the month or all the days in the month including Sundays and holidays? In the latter case what are the conditions attached to pay being allowed for Sundays and holidays?

Note.—The daily rate of pay in a 31-day month with 27 working days for a worker on Rs. 27 per month would be Re. 1 per day if the rate is calculated on the basis of working days and about 14 annas a day if the rate is calculated on the basis of number of days in a month. If pay for Sundays is not given in the latter case to workmen who are absent for any one or more days in a week or on a Saturday a worker who is absent for one day loses Rs. 1-12-0 for two days' wages at 14 annas a day whereas in the former case he only loses Re. 1.

E. HOURS OF WORK AND SHIFTS.

1. How many shifts do you work in your factory?

2. Please specify the exact times of work or hours of work and rest intervals for each shift, separately for the clerical establishment and for each group of workmen,—men and women,—and for the mechanical department where hours of work are different to those for process operatives. Where hours of work are different on Saturdays please give exact details.

Questions.	*Answers.*
3. Which is the normal closing day in the week for your factory ?	
4. If your factory is a continuous process factory what arrangements are made for granting rest days and at what intervals are these rest days given ?	
5. What is the method which you adopt in calculating overtime ; *i.e.*, is overtime calculated on the basis of daily hours, weekly hours or monthly hours ? Please specify the departments or groups of workmen who are regularly called upon to work overtime ; and in each case please give the rates of overtime allowances granted.	
6. If possible, please give the numbers of workers who were called upon to work overtime during the month of May 1934 and the aggregate number of overtime hours worked by them.	
7. Have you any system of granting leave to your workers with or without pay ? If any definite rules are laid down please attach a copy of these rules. If no rules have been made please describe the system adopted for granting leave.	

F. FINES AND PENALTIES.

1. Have you laid down any definite rules regarding conduct ? If so, please attach a copy of these rules.	
2. Where standing orders or rules have been framed what measures are taken to bring these rules to the notice of the workers employed ?	
3. Do you fine your workpeople ? If so, have you laid down any limits beyond which the workers should not be fined.	
4. Please give the number of cases in which fines were inflicted during the month of May 1934, and the aggregate amount of such fines.	
5. How is unauthorised absence dealt with ?	
6. How do you deal with late attendance and what is the method you follow in reckoning wages for partial attendance ?	
7. Do you have the *double khadda* system in your factory *i.e.*, are workers called upon to forfeit two days' wages for each day's unauthorised absence ?	

Questions. *Answers.*

8. Do you hand over damaged material to your workers and deduct the cost of such material from the workers' wages? If so, is the deduction made at manufacturing cost or selling price?

9. In what manner are fines utilised? Have you a special fines fund; and, if so, what use is the fund put to?

G. FIRST AID AND MEDICAL.

1. What measures have been taken in your factory to provide first aid in case of accidents and injuries?

2. Have you a hospital or a dispensary attached to your factory; and, if so, what arrangements have you made for medical attendance?

3. Are any deductions made from the workers' wages for medical aid? If so, please specify the amounts of these deductions.

H. HOUSING.

1. Have you made any arrangements for the housing of your employees? Please give brief details of the arrangements made separately for Officers, Clerks, Watchmen and Workers.

2. Where housing is provided, please give the number of tenements provided and the rents charged for each class of tenement; and please also state whether the rents charged are economic rents or rents below economic value.

3. Are any special house rent and/or travelling allowances granted in cases where housing is not provided? If so, please give exact details.

I. EDUCATIONAL FACILITIES.

1. Have you made any arrangements for providing vocational training to your workers? If so, please describe them in full.

2. Have you established any schools for—

(*a*) your operatives and/or

(*b*) the workers' children?

If so, please give full details and the average numbers attending the classes provided.

Questions. *Answers.*

J. RECREATION.

1. Have you provided any facilities for recreation for your staff and workers? In each case please give full details.

K. CRECHE, REST ROOMS AND DINING SHEDS.

1. Have you established a creche in your factory for the children of your female employees? If so, please state the number of nurses and ayahs provided and the arrangements made for feeding the children kept in them.

2. Have you provided any canteens for refreshments, rest shelters or dining rooms for your workers? If so, please give details.

L. INSURANCE AND FINANCIAL AID.

1. Have you established any system of sickness insurance in your factory? If so, please give details and attach a copy of the rules framed, if any.

2. Have you established a Provident Fund or Funds for the benefit of your superior and clerical staffs and/or your workers? If so, please give details as to the contributions to be made by the workers and the employers, the rates of interest allowed and the arrangements made for the security of such Funds.

3. Have any Co-operative Societies been established for the benefit of your workers? If so please state whether these societies have been formed and are controlled by the employers, the workers or by representatives of both the employers and the workers.

4. Have you any system of paying gratuities to your workers after specified periods of service? If so, please give full details.

M. TRADE UNIONISM AND WORKS COMMITTEES.

1. Have your workers formed a Trade Union? If so, what percentage of your workers are members of such a union?

2. Do you recognise unions of your workers? If not, please state the reasons why recognition is not accorded?

3. Have you any standing arrangements with unions of your workers for the representation of their grievances and for their discussion?

Questions.

Answers.

M. TRADE UNIONISM AND WORKS COMMITTEES—contd.

4. Have you established any Works Committees in your factory? If so, please give full details regarding the representation of the employers and the workers, the extent or scope of the discussions permitted; and please also state the extent of the success which such Committees have met with.

5. In all cases where the workers are not organised, what arrangements, if any, have been made to provide facilities for your workers to represent their complaints or grievances?

6. Is there any organisation of the employers in your Industry? If so, please state whether you are members of such an organisation or association.

APPENDIX C.

Standard List of Occupations.

Notes and Instructions on the use of the lists of Standardized occupations.

The term "Occupation" in the wage census forms and in these lists means the correct designation or trade name of each category of workmen employed. Thus, "Fitters", "Welders", "Carpenters", etc., are occupations. The term "occupation" does not apply to the location of a factory or to the business of the factory concerned.

The principal object underlying the preparation of these lists of standardized occupations is to secure the universal use, by all factory management, of uniform terms for designating various occupations and trades in all factory industries. The lists have been prepared in consultation with experts in each industry and, as far as possible, the proper English technical terms have been adopted. Every perennial factory in the Bombay Presidency has been visited and the terms which have been adopted have been discussed with the managements after a proper examination of the type of work done. In all cases where the standardized terms were not found to be in use instructions were given for re-designation on the lines of the standard lists. **But, in spite of this, all factory managements are earnestly requested to examine the lists very carefully and to designate particular groups of workpeople according to the terms used in these lists. In all cases where terms are provided for designating groups of workpeople, these terms should be used in filling up the census forms.**

In order to avoid reduplication in the lists of terms for occupations which are common to all factories, e.g. oilmen, firemen, engine drivers, carpenters, fitters, coolies or unskilled labourers, etc. and for members of supervisory and clerical staffs, the terms for designating such occupations have been included in the lists only once in the first group of occupations for the "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories and Water Pumping Stations *and* **occupations common to all factories"**. There are large groups of concerns which, strictly speaking, do not fall under this industry group; but which, at the same time, employ no workmen whose correct occupational designations fall outside the list for this group. Such concerns have therefore been classified in the broad Engineering and Metal, etc. group. When using these standardized lists of occupations, therefore, individual concerns are requested to carefully examine this group in addition to the specific group of occupations covering their own particular type of plant for all occupations in the "Supervision", "Clerical", "General", "Maintenance" and "Mechanic" Departments. If they do not find a specific group of occupations for their own particular industry, all the occupations in their plants will be found in the first group.

As every endeavour has been made to provide suitable designations for all industrial occupations in the Bombay Presidency, **the Commissioner of Labour particularly requests that no individual unit or concern should use any term which is not to be found in the standard lists.** All unskilled labourers who are not looking after specific machines and who have no technical skill of processes and who are doing work of a type which can be done equally efficiently by other inexperienced workers should be classified as coolies. Coolies in mechanics departments and trained lifters should be classed as Mechanics' Coolies or Nawghanies. Two occupations, namely, (1) Fitters; and (2) Turners have been divided into three classes :—A. Special; B. Superior; and C. Ordinary according to their daily or monthly rates of pay. Several other occupations, namely, Boilermakers, Painters, Carpenters, Moulders, Locksmiths, Motor Mechanics, Switch Board Attendants, Wiremen, Turbine Operators, Electrical Fitters, Draughtsmen, etc. have also been divided into "Superior" and "Ordinary" in the same manner but the rates of pay dividing one grade from another vary in certain cases. In all cases where occupations have been graded into "Superior" or "Ordinary", please examine the dividing margins for rates of pay very carefully and grade the workmen into two or more classes according to their rates of pay on 1st May 1934. **In all cases separate forms must be used for each different grade.**

No grading has been done for officers and persons in supervisory posts. All heads of establishments should be included under the first heading of "Managers and Works Managers". This group will be averaged into classes according to rates of pay to be determined later. Mechanical Engineers and Electrical Engineers should be shown separately but if an Engineer is both Mechanical and Electrical he should be shown under "Mechanical and Electrical Engineers". A designation for a Maistry is provided for

each of the more important Engineering occupations; thus, Boilermaker Maistries, Fitter Maistries, Turner Maistries, Carpenter Maistries, etc. But if any particular Maistry is not specifically provided for he should be shown under "General Maistries" together with Maistries looking after the work of two or more types of workmen. The term "Chargeman" is to be given to the technician who is between a Foreman or Assistant Foreman and a Maistry.

Notes on particular occupations have been added where necessary in order to clarify specific meanings. In many cases short descriptive notes have also been added: but, in entering up an occupation in the forms for the wage census, no entries should be made of the matter within the brackets after each occupation; for example, in the case of "Superior Fitters (persons earning Rs. 2 per day or Rs. 54 per month or over up to the limits specified for Special Fitters)" please enter "Superior Fitters" only.

Except for the provision of a few specific occupations for women such as "Naikins (women Muccadams)", "Nurses (including Creche Nurses)" and "Creche Ayahs", none of the other occupations included in these lists have been divided into men or women or children (half timers). Women and children are employed in several occupations and wherever they are employed, pink forms should be used for women and yellow forms for children. Thus, if "Single Side Siders" in Cotton Mills are entered on a particular form the use of a white form will show that the operatives concerned are men whereas the use of a pink form will show that the entries on the form are in respect of women. Similar remarks apply to operatives on time and piece rates of wages. Payments of wages on piece rates are almost universally adopted in the frame and the weaving departments of Textile Mills. If operatives are paid on time rates of wages, white forms should be used for men and pink forms for women. On the other hand if operatives are paid on piece rates, blue forms should be used for men and green forms for women. No further entries need be made on the forms in respect of age or sex groups or methods of payment. (Time rates are fixed rates per hour, day, fortnight, month or any other period as the case may be. Piece rates are rates per unit of production. Thus, Rs. 25 per month, Rs. 15 per *hapta*, Rs. 2-4-0 per day, five annas and six pies per hour are all time rates. Rates of two annas per lb. or yard of cloth produced or an anna for filling one hundred match boxes are piece rates. Task rates, i.e., a combination of time and piece rates, should be treated as piece rates.)

There are certain occupations which are to be found in several departments of a big plant or factory; e.g., Oilmen, Carpenters, Fitters, Coolies, etc. Separate census forms should not be used for different groups of workers in each of these occupations in different departments but workpeople in all common occupations should be brought together and entered up on one form or set of forms. **Separate forms or sets of forms must, however, be used for each occupation.**

The Commissioner of Labour realises that there are several occupations, especially in the smaller factories, which are interchangeable and that one group of workpeople might be called upon to do the work of any other group. But, all factory managements are requested, as far as possible, to classify their workers under as many specified occupations as possible. For example, the tendency in Printing Presses would be to include all workmen in the Binding Department as Binders. This may be done where there are one or two binders only. But if there are four or more "Binders", they should be sorted out and classified as Binders, Cutters, Hand and Machine Stitchers, etc.

ENGINEERING AND METAL TRADES INCLUDING ELECTRICITY AND GAS GENERATING AND REFRIGERATION PLANTS, STONE CRUSHING PLANTS, SAW MILLS, ORDNANCE AND AMMUNITION FACTORIES, WATER PUMPING STATIONS AND OCCUPATIONS COMMON TO ALL FACTORIES.

*Managers and Works Managers (including Works' Superintendents and Superintending Foremen).
*Assistant Managers.
*Mechanical Engineers (including Civil Engineers).
*Electrical Engineers.
*Mechanical and Electrical Engineers.
*Marine Engineers.
*Sanitary Engineers (including Licensed Plumbers).
*Assistant Engineers (Steam, Electrical, Mechanical and Marine).
*Medical Officers (full time).
*Labour Officers (including Welfare Supervisors).
*Covenanted Assistants (Official Rank).
*Uncovenanted Assistants (Official Rank).
*Salesmen and Canvassers (only salaried employees).
*Chemists and Assayers.
*Assistant Chemists and Assayers.
*Laboratory Assistants.
*Foremen (including Storeholders). (Please say whether covenanted or non-covenanted.)
*Assistant Foremen (including Supervisors and Assistant Storeholders). (Please say whether covenanted or non-covenanted.)
Chargemen (all Departments except Shift Chargemen in Electricity Generating Plants).
*Mechanical Inspectors (including Examiners in Ammunition Factories).
Gaugers.
*Electrical Inspectors.
*Sanitary Inspectors.
Gantrymen.
Steam Engine Drivers.
Oil Engine Drivers.
Gas Engine Drivers.
Engine Lighters (in {Loco {Workshops and Sheds).
Boilers Attendants, 1st Class.
Boiler Attendants, 2nd Class.
Engine, Boiler and Machine Cleaners (including Pump, Train, Pit and Tube Cleaners and Washoutmen).
Firemen (including Sarangs and Augwallas).
Stokers and Gunners.
Valvemen (including Sluice, Valve or Gate Regulators).
Pumpmen and Filtermen (including Pump Drivers and Syphon Attendants).
Air Compressor Operators.
Cooling and Refrigeration Plant Attendants.
Sprinklers.
Water Softeners.
Dolly men.
Oilmen (including Oilers from all Departments).
Ropemen (including Rope Splicers, Banders and Beltmen).
Gas Makers and Chargers.
Electric Motormen.
Superior Turbine Drivers (including Plant Attendants—men drawing Rs. 6 per day or Rs. 160 per month and *over*).
Ordinary Turbine Drivers (men drawing *under* Rs. 6 per day or Rs. 160 per month).
Shift Chargemen (including operators and Shift Assistants).
Stokers (in Electricity Generating Plants).
Turbine Cleaners.
Superior Switchboard Attendants (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Ordinary Switchboard Attendants (men drawing *under* Rs. 4 per day or Rs. 110 per month).
Cable Jointers.
Superior Armature Winders (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armature Winders (men drawing *under* Rs. 2 per day or Rs. 54 per month).
All-Round Electricians.
Superior Wiremen (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
(The term "Wiremen" includes Coil Makers, Commutator Builders, Controllers and Testers.)
Ordinary Wiremen (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Electrical Fitter Maistries.
Superior Electrical Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Electrical Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Plate Pasters (in the manufacture of accumulators).
Accumulator Assemblers.
Battery Chargers (including Battery hands).
Assemblers or Erectors (in Engineering Plants including Millwrights).
Dismantlers (in Engineering Plants).
Markers (marking structural sections).
Asphalt Plant Operators.
Asphaltmen (including Mixers).

---

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency."

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Boilermaker Maistries.
Superior Boilermakers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Boilermakers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Brickarchmen.
Steam and Electric Crane Drivers.
Assistant Cranemen and Slingers.
Hydraulic Crane Drivers.
Hoistmen.
Truckmen (including Trolleymen).
General Maistries (including Supervisors).
*Superior Draughtsmen (men drawing Rs. 3 per day or Rs. 80 per month and *over*).
*Ordinary Draughtsmen (men drawing *under* Rs. 3 per day or Rs. 80 per month).
*Tracers.
Patternmaker Maistries.
Patternmakers.
Moulding Maistries.
Furnacemen (including Smelters).
Superior Moulders (including Cupolamen and Coremakers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Moulders (including Cupolamen and Coremakers but drawing *under* Rs. 2 per day or Rs. 54 per month).
Chippers (including Pneumatic Chippers).
Die Casters and Hot Stampers (including Die Lappers and Die Setters).
Dross Washers.
Turner Maistries.
(*N.B.*—The term "Turner" applies to the following types of Machinists in Engineering Plants:—Lathemen, Milling, Planing, Shaping, Slotting, Capstan, Beam Bending, Punch and Shearing, Filling, Screwing, Hacksaw, etc., Machinemen but not Drillers).
Special Turners (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Turners (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Turners).
Ordinary Turners (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Drillers (including Pneumatic Drillers and Radial Drilling Machinemen).
Welding Maistries.
Welders (Electric and Oxy-acetylene—including Galvanisers and Tube Welders).
Lead Burners.
Seaming Machine Attendants (including Seam Formers).
Hydraulic Testers.
Fauceters or Socketers.
Pipe Truers.
Plate Cutters (Heavy Metal Work).
Plate Rollers (Heavy Metal Work).
Hydraulic Pressmen (Heavy Metal Work).
Chairing Machine Attendants.
Shipwrights.
Straighteners.
Rotary and Beam Enders.
Rivet, Bolt and Nut Makers (including Machinists).
Rivetter Maistries.
Rivetters (including Iron Caulkers).
Rivet Heaters and Holders (including Rivet Boys and Holders-up).
Template Makers.
Gunsmiths.
Temperers (including Toolsmiths and Tool Hardeners).
Tool Grinders (including Saw Sharpeners).
Cutlers.
Engravers (including Electric Engravers).
Electroplaters and Gilders.
Emerymen.
Blacksmith Maistries.
Superior Blacksmiths (men earning Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Blacksmiths (men earning *under* Rs. 2 per day or Rs. 54 per month).
Hammermen or Strikers (including Power Hammermen and Bellowmen).
Wire Drawers.
Wire Cleaners.
Wire Polishing Machinemen.
Wire Annealers.
Wire Nail Makers.
Goldsmiths.
Silversmiths.
Tinsmith and Coppersmith Maistries.
Tinsmiths.
Tin Making Machine Men (including filling, drilling, milling, shaping, planing, body cutting, trimming, hemming, panel and horn pressing, top and bottom pressing, squeezing, rolling, capping, clipping, handling and lid cutter placing machinemen).
Solderers (including Soldermen and Soldermakers).
Coppersmiths.
Tin seamers and Exhausters.
Mineral Oil Pumping Maistries.
Mineral Oil Fillers (including Cart, Lorry and Wagon Fillers and Petrol Pump Attendants).
Testers.
Braziers (including Brass Finishers).
Fitter Maistries.
Special Fitters (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Fitters).

---

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Ordinary Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Fettlers.
Superior Instrument Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Instrument Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Motor Mechanic Maistries.
Superior Motor Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Motor Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Tyremen (men who fit tyres, inflate and repair inner tubes).
Motor and Lorry Drivers.
Motor Cleaners.
Glaziers and Lens Surfacers.
Glass Cutters and Grinders.
Springsmiths.
Locksmith Maistries.
Superior Locksmiths (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Locksmiths (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Watch and Clock Makers and Repairers.
Processmen (in Refineries).
Metal Stampers (Hand and Machine).
Metal Pressmen (Hand and Machine).
Metal Cutters (Hand and Machine).
Metal Trimmers, Rollers and Beaders.
Metal Ware Fitters.
Annealers.
Metal Spinners.
Frosters (including Cleaners).
Metal Polishers (Buff and Lathe).
Metal Filers.
Superior Danger Building Workers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Danger Building Workers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Charges Blackening Men.
Cartridge and Bullet Making Machine Attendants.
Coin Ringers and Examiners.
Painter Maistries.
Superior Painters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Painters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Letterers (including Writers and Liners).
Superior Armourers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armourers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Concrete Moulders.
Concrete Reinforcers.
Concrete Assemblers.
Concrete Dismantlers.
Maturing Tank Attendants.
Concrete Pipe Testers.
Stone Crushing Plant Attendants.
*Train Examiners.
Engine Examiners.
Progressmen.
Shunting Masters.
Shunting Drivers (including Shunters).
Turntablemen.
Pointsmen (including Couplingmen).
Wheel Tappers.
Call Boys.
Timber Markers.
Cabinet Makers and Body and Boat Builders (special Carpenters employed on highly skilled work).
Wheelwrights (including Wheelers).
Axle packers.
Carpenter Maistries (including Sawyer Maistries).
Superior Carpenters (including Ship Joiners—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Carpenters (including Ship Joiners—men drawing *under* Rs. 2 per day or Rs. 54 per month).
Wood Working Machinists (including Turners and Wood Planing Machine Attendants).
Wood Carvers.
Wood Caulkers.
Sawyers (including both hand and machine Sawmen and Cut Cross Sawmen).
Saw Bench Attendants.
Polishers (including French Polishers and Varnishers).
Brush Makers.
Coopers.
Upholsterers (including Trimmers).
Canemen.
Sail Makers.
Riggers.
Superior Tailors (including Tent Makers and Repairers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Tailors (including Tent Makers and Repairers but men drawing *under* Rs. 2 per day or Rs. 54 per month).
Vulcanizers.
Plumbers (non-licensed).
Masons (including Bricklayers).
Tile Turners.
Saddlers.
Mochis or Cobblers.
Measurers.
Weighmen (including Scalemen).
Stencil cutters.
Packers, Wrappers and Labellers (including Number Markers, Stencillers,

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Baling Markers and Stampers).
Superior Apprentices (men being trained for higher jobs).
Ordinary Apprentices (learners for definite trades—all occupations).
Muccadams (Headmen of gangs of unskilled labourers and coolies *and who have no knowledge of technical processes*).
Naikins (women Muccadams).
Nawghanies (Trained Lifters and Carriage Lifters including Tindals, Lascars, Khalasis and Slingers).
Mechanics' Coolies.
Coolies (ordinary unskilled labourers).
(The term "Coolies" includes Coal Coolies, Patiwallas, Toplawallas, basket-coolies, operatives in the Mixing and Waste Departments of Textile Mills; and, speaking generally, all unskilled labourers who are not asked to attend to machines).
*Secretaries.
*Assistant Secretaries.
*Office Superintendents (Non-official posts carrying a salary of over Rs. 300 per month).
*Accountants (including Deputy Accountants).
*Book-keepers.
*Cashiers.
*Head Clerks (men drawing Rs. 150 per month and over).
*Senior Clerks (men drawing Rs. 90 to Rs. 150 per month).
*Filing and Despatch Clerks.
*Other Clerks (including both office, factory, and shop clerks).
*Bill Collectors.
*Stenographers.
*Typists.
*Telephone Operators.
*Head Time-keepers.
*Time-keepers.
Time Checkers (in Departments—persons who are checking production and not ordinary Time-keepers).
Ticket Boys (including Ticket Sorters).
*Estate and Building Supervisors.
*Head Store-keepers.
*Store-keepers (including Tallymen, Store Supervisors, Chasers and Checkers).
Gunny Bag Sewers (including Repairers).
Warehousemen (coolies working in godowns including Stores Issuers).
*Teachers (School Masters and School Mistresses).
Watermen (for supplying water to factory and office staffs).
*Naiks (headmen of batches of office peons).
*Peons (including Messengers and Runners).
*Barbers.
*Syces.
Cartmen.
*Cooks (including Khansammas).
*Butlers (including Table Boys and Khitmagars).
*Bearers (including Hamals).
*Nurses (including Creche Nurses).
*Creche Ayahs.
*Compounders.
*Dispensary and Ward Boys.
Fire Brigade Men.
*Gatekeepers (superior clerical type).
Jamadars (Headmen of batches of Watchmen).
Watchmen (including Chowkidars).
*Malis.
Machine Laundrymen (please see list for Laundries for more detailed classification).
Washermen (including Dhobis).
Lampmen.
Chokras or Odd Jobs Boys (half timers only).
Sweepers (including Halalkhores and Bhangis).

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency".

BOMBAY: PRINTED AT THE GOVERNMENT CENTRAL PRESS.

00108814

Digitized with financial assistance from

Government of Maharashtra

on 01 February, 2020